MEMORANDUM OF AGREEMENT BETWEEN THE CITY OF SAINT PAUL AND

NORTH CENTRAL STATES REGIONAL COUNCIL OF CARPENTERS 2009 WAGE & FRINGE ADJUSTMENT

APPENDIX B

1. The basic hourly wage rate for temporary employees and union-benefited employees appointed to the following class of positions **who are not** participating in PERA shall be:

	Effective 6/1/09 (or closest pay period)
Carpenter	\$31.79*
Carpenter Foreman	\$33.54*
Building Inspector	
1st Step	\$31.79*
2nd Step	\$33.54*
3rd Step	\$39.66*
Senior Building Inspector	\$45.01*

2. The basic hourly wage rate for union-benefited employees appointed to the following class of positions **who are** participating in PERA:

	Effective
	6/1/09 (or closest pay period)
Carpenter	\$29.78*
Carpenter Foreman	\$31.42*
Building Inspector	
1st Step	\$29.78*
2nd Step	\$31.42*
3rd Step	\$37.15*
Senior Building Inspector	\$42.16*

^{*} This rate includes a taxable vacation/dues/education contribution according to Appendix C.

Note: Effective January 1, 2009, the State of Minnesota increased this rate to 6.75 %. This rate is subject to further increase or decrease by the State of Minnesota.

All Building Inspectors shall be paid the appropriate step in accordance with Article 11.2 of the collective bargaining agreement.

If the Union elects to have the contributions listed in Appendix C increased or decreased, the Employer may adjust the above applicable rates for participating employees in such a way that the total cost of the package (wage rate plus contribution) remains constant.

APPENDIX B (Continued)

Apprentice Rates 2009 Effective June 1, 2009 (closest pay period)

Hours	Taxable Rate	Base Rate	H & W	Vac/ Dues /Ed	Def Bene Pens	Def Contr Pens	Арр	Total
0 -999	\$14.78	\$13.99	\$5.63	\$0.79	\$0.64	\$0.25	\$0.33	\$21.63
1000 - 1999	\$17.94	\$17.05	\$5.63	\$0.89	\$0.64	\$0.25	\$0.33	\$24.79
2000 - 2999	\$19.52	\$18.58	\$5.63	\$0.94	\$0.64	\$0.25	\$0.33	\$26.37
3000 - 3999	\$21.10	\$20.12	\$5.63	\$0.98	\$0.64	\$0.25	\$0.33	\$27.95
4000 - 4999	\$22.68	\$21.65	\$5.63	\$1.03	\$0.64	\$0.25	\$0.33	\$29.53
5000 - 5999	\$24.09	\$23.02	\$5.63	\$1.07	\$1.81	\$0.25	\$0.33	\$32.11
6000 - 6999	\$25.68	\$24.56	\$5.63	\$1.12	\$1.81	\$0.25	\$0.33	\$33.70

Taxable Rate equals Base Rate plus Vacation / Education / Dues amount.

These numbers are taken directly from the Apprentice Wage Schedule provided by the Union.

APPENDIX C

Effective June 1, 2009, the Employer shall:

- (1) contribute to a Union designated **Health, Welfare and Dental Fund** \$5.63 per hour for all hours worked by "participating employees," as defined in Articles 11.3, 11.4 and 11.5, of this Agreement.
- (2) contribute to a **Defined Benefit Pension Fund** \$9.45 per hour for all hours worked by "participating employees".
- (3) contribute to a **Defined Contribution Pension Fund** \$0.69 per hour for all hours worked by "participating employees".
- (4) deduct 3% of gross wages earned to a Union designated **Working Dues Fund**, for all "participating employees." A payroll deduction in this amount shall be made from the hourly rates listed in Appendix C.
- (5) deduct \$1.05 per hour to a Union designated **Vacation Fund**, for all hours paid to "participating employees." A payroll deduction in this amount shall be made from the hourly rates listed in Appendix C.
- (6) deduct \$0.10 per hour to a Union designated **Education Fund**, for all hours paid to "participating employees." A payroll deduction in this amount shall be made from the hourly rates listed in Appendix C.
- (7) contribute to an **Apprenticeship Training Fund** \$.33 per hour for all hours worked by "participating employees".

All contributions made in accordance with this Appendix C shall be forwarded to depositories as directed by the Union.

WITNESSES:

City of Saint Paul		North Central States Regional Council of Carpenters		
Tracey Blees Labor Relations Specialist	Date	Michael Nelson Business Representative	Date	
Jason Schmidt Labor Relations Manager	Date			