

**MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
INTERNATIONAL UNION OF PAINTER
AND ALLIED TRADES
DISTRICT COUNCIL #82**

This Memorandum of Agreement (MOA) is entered into by and between the City of Saint Paul (Employer) and the International Union of Painters and Allied Trades District Council #82 (Union) for the purpose of establishing the funding of uniforms for City employees working within the title of Painter for the Saint Paul Regional Water Services (SPRWS).

The City and the Union agree to amend the 2008-2011 Collective Bargaining Agreement as follows:

1. Newly hired employees, upon completion of their probationary period, for SPRWS in the title of Painter shall receive a one-time payment for initial uniform items purchased consistent with the Saint Paul Regional Water Services' uniform policy of two hundred and eighty-nine dollars (\$289.00). Such uniform allowance shall be made as a cash payment to be placed on the employee's paycheck.
2. Effective January 1st of each year, or closest pay period, the Employer agrees to provide a uniform allowance of one hundred and twenty-five dollars (\$125.00) towards the cost of replacing uniforms for employees at SPRWS in the title of Painter. Such uniform allowance shall be made as a cash payment to be placed on the employee's paycheck.
3. The Union and SPRWS agree to meet and confer during the term of this Agreement to discuss the style and color of uniform items.

Employees are expected to report to work in a clean and presentable uniform and in a manner consistent with the Saint Paul Regional Water Services' uniform policy. The Employer shall retain the discretion to determine the uniform to be worn. This MOA shall run concurrently with the 2008-2011 Collective Bargaining Agreement and will end on April 30, 2011. This MOA sets no precedent.

FOR THE EMPLOYER:

FOR THE UNION:

Jason Schmidt
Labor Relations Manager

Scott Thompson
Business Representative

Date

Steven Barrett
Labor Relations Specialist