# Memorandum of Agreement
# between
# The City of Saint Paul
# and
# North Central States Regional Council of Carpenters
## 2015 Wage and 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 05/01/2015 (or closest pay period) |
|---|---|
| Carpenter | $35.18* |
| Carpenter Foreman | $37.18* |
| Building Inspector | |
| 1st Step | $35.18* |
| 2nd Step | $37.18* |
| 3rd Step | $43.98* |
| Senior Building Inspector | $48.83* |

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

| | Effective 05/01/2015 (or closest pay period) |
|---|---|
| Carpenter | $32.73* |
| Carpenter Foreman | $34.59* |
| Building Inspector | |
| 1st Step | $32.73* |
| 2nd Step | $34.59* |
| 3rd Step | $40.91* |
| Senior Building Inspector | $45.42* |

* This rate includes a taxable savings/dues contribution according to Appendix C.

Note: Effective January 1, 2015, the State of Minnesota increased the PERA rate to 7.5%. The PERA rate is subject to further increase or decrease by the State of Minnesota.

## APPENDIX B (Continued)

All Building Inspectors shall be paid the appropriate step in accordance with Article 11.2 of the Collective Bargaining Agreement.

The total packages increases shall be allocated between wages and fringe benefits in a proportion decided by the Union.

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.

Should the Employer hire apprentices to perform work under this Agreement, the Employer will pay apprentices in accordance with the duly adopted apprenticeship wage rates to be provided upon request by the Union or the Carpenters and Joiners Apprenticeship and Journeymen Training Trust Fund.

## APPENDIX C

Effective **May 1, 2015 (or closest pay period)** the Employer shall:

(1) contribute to a Union designated **Health, Welfare and Dental Fund** $6.33 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** $1.29 per hour for all hours worked by "participating employees".

(4) deduct to a Union designated **Working Dues Fund** , for all "participating employees" the following amounts:

- $1.41 per hour for all employees holding the classification of Carpenter (Grade 001)
- $1.49 per hour for all employees holding the classification of Carpenter (Grade 002)
- $1.56 per hour for all employees holding the classification of Building Inspector (Grade 006) and Senior Building Inspector (Grade 003)

A payroll deduction in this amount shall be made from the hourly rates listed in Appendix B.

(5) deduct to a **Savings Account** $1.20 per hour for all hours worked by "participating employees." A payroll deduction in this amount shall be made from the hourly rates listed in Appendix B.

(6) contribute to an **Apprenticeship Training Fund** $.60 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**

7/10/2015

Chara Blanch — Date
Labor Relations Specialist

7/10/2015

Jason Schmidt — Date
Labor Relations Manager

**NORTH CENTRAL STATES REGIONAL COUNCIL OF CARPENTERS**

7/9/2015

Burt Johnson — Date
Attorney