

**MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
SAINT PAUL FIRE FIGHTERS, LOCAL 21**

The City of Saint Paul (hereinafter "City") and Saint Paul Fire Fighters, Local 21 (hereinafter "Union") agree to the terms of this Memorandum of Agreement (hereinafter "MOA") which states as follows:

WHEREAS, Article 18 of the Collective Bargaining Agreement between the City and the Union relates to volunteerism and outside employment of Union members; and

WHEREAS, Article 18 of the Collective Bargaining Agreement between the City and the Union currently prohibits membership in any fire department other than the Saint Paul Fire Department; and

WHEREAS, the City and the Union, through mutual discussion and consideration, seek to amend Article 18 for the term of this MOA and any subsequent renewals.

NOW THEREFORE, it is agreed as follows:

The City and the Union agree to amend Article 18 of the Collective Bargaining Agreement to reflect the conditions noted above:

ARTICLE 18 – VOLUNTEERISM AND/OR OUTSIDE EMPLOYMENT

- 18.1 As a condition of employment, any position represented by the Union as covered in the contract, will be prohibited from membership in any fire department other than the Saint Paul Department of Fire and Safety Services, except under the conditions described in Article 18.2.
- 18.2 Any employee represented by the Union may serve as a member of a fire department other than the Saint Paul Department of Fire and Safety Services only under the following conditions:
 - 18.2 (1) The Union shall be solely responsible for maintaining a list of outside fire departments where members of the Union can serve. The Union shall be responsible for providing a copy of the approved list to the Fire Chief on January 1 of each year. This approved list can be amended by the Union each January 1, or any other time by the Union and an updated list shall be provided to the Fire Chief.
 - 18.2 (2) All outside employment or service in any outside fire department must first be approved by the Union. If a member of the Union requests to serve in any outside fire department that is not on the Union's approved list, the Union shall be responsible for determining whether such outside fire department shall be added to the Union's approved list. If the Union determines that the outside fire department

Memorandum of Agreement
Fire Fighters Local 21
Article 18 – Volunteerism And/Or Outside Employment
Page Two

will not be added to the Union's approved list, the Union shall immediately notify the Department. Upon receipt of such notification from the Union, the Department shall consider enforcement of Article 18 of the Collective Bargaining Agreement.

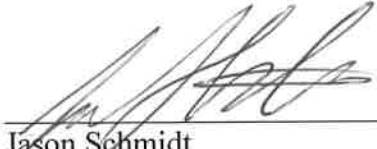
18.2 (3) Members of the Union who serve on any fire department other than the Saint Paul Department of Fire and Safety Services which is not on the Union's approved list, may be subject to discipline pursuant to Article 18. The Fire Chief's determination with respect to enforcement of Article 18 is final and unappealable.

18.2 (4) Any discipline resulting from Article 18 shall not be subject to Article 6 of this Agreement.

18.3 All other outside employment related to fire suppression not discussed above must be approved by the Fire Chief.

The terms of this MOA will be effective upon signing and will last the duration of the current Collective Bargaining Agreement. It will subsequently renew annually thereafter unless one party provides notice to end the agreement.

FOR THE CITY:

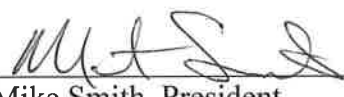


Jason Schmidt
Labor Relations Manager

5/13/22

Date

FOR THE UNION:



Mike Smith, President
Fire Fighters Local 21

5/13/22

Date