

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE CITY OF SAINT PAUL  
AND  
SAINT PAUL SUPERVISORS ORGANIZATION**

This Agreement is entered into by and between the City of Saint Paul (hereinafter "City") and Saint Paul Supervisors Organization (hereinafter "Union"), (hereinafter "the parties") for the purpose of providing eight (8) weeks of Paid Parental Leave for eligible employees.

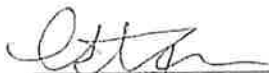
The parties have agreed to the following:

1. Effective upon signing of this agreement, the City may provide up to eight (8) weeks of Paid Parental Leave to eligible employees following the birth, placement for adoption or adoption of a child.
2. To be eligible for this leave, the employee must:
  - a. Be the biological parent or the adoptive parent or the spouse of the biological or adoptive parent of the child; and,
  - b. Must have worked for the City for at least one (1) year preceding the first date of the leave; and,
  - c. Have 1,250 hours of worked time in the twelve (12) months immediately before the leave.
3. The eligible employee using Paid Parental Leave will be paid at their assigned rate of pay for the average number of hours worked per week in the previous twelve (12) months. Vacation will accrue during the Leave as if the employee were working. If a regularly scheduled holiday falls during the employee's use of Paid Parental Leave it will be not considered Paid Parental Leave but will be Holiday leave.
4. The City will continue to pay its share of the cost of an eligible employee's group health insurance during a Paid Parental Leave. The eligible employee's share of the premium will be deducted from the eligible employee's pay in accordance with normal practices.
5. Use of Paid Parental Leave shall be governed by the City's Paid Parental Leave Policy, as amended.

By signing this agreement, all parties agree to the terms and conditions set forth. No other conditions or terms are changed or altered. This agreement sets no precedent.

**CITY OF SAINT PAUL**

**SAINT PAUL SUPERVISORS ORGANIZATION**

  
\_\_\_\_\_  
Christy Harriman                      6/15/23  
Labor Relations                      Date

  
\_\_\_\_\_  
Glen Kadrluk                      6-14-2023  
President                      Date