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 this Article for the term of the current 2016-2017 Collective Bargaining Agreement;

NOW THEREFORE, it is agreed as follows:

The City and the Union agree to amend Article 18 of the 2016-2017 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) Within thirty (30) days of agreement on this Memorandum, and on or before January 1 of each year thereafter, the Union shall provide a list of fire departments to the Fire Chief, indicating those fire departments where members of the Union can serve. This approved list can be amended by the Union each January 1, or any other time by mutual agreement between the Union and the City.

18.2 (2) All outside employment or service in any other fire department must first be approved by the Fire Chief. If a member of the Union requests to serve in any other fire department that is not on the Union's approved list, such request shall be denied (unless there is mutual agreement by the Union and Fire Chief to add the fire department to the Union's approved list as described in 18.2 (1)). If a member of the Union requests to serve in any other fire department that is on the Union's approved list, such requests shall be subject to approval by the Fire Chief.

18.2 (3) Members of the Union who serve on any fire department other than the Saint Paul Department of Fire and Safety Services, who has not been granted approval by the Fire Chief shall be subject to discipline. Employees shall have thirty (30) days from the date of agreement on this Memorandum to notify the Fire Chief of such service.

18.2 (4) Denial by the Fire Chief as described above 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 City and the Union agree that this modification of Article 18 shall not extend beyond the term of the current Collective Bargaining Agreement unless both parties act affirmatively to renew or modify this Memorandum of Agreement in bargaining for the next contract.

FOR THE CITY:

Jason Schmidt
Labor Relations Manager

Date: 7/12/2016

FOR THE UNION:

Mike Smith, President
Fire Fighters Local 21

Date: 6/7/16

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