Memorandum of Agreement
between
The City of Saint Paul
and
The International Brotherhood of Electrical Workers Local #110
2016 Wage and Fringe

APPENDIX C

1. The basic hourly wage rates for temporary employees appointed to the following classes of positions shall be the following:

	Effective 5/1/2016 (or closest payroll period)
Electrician	$39.62
Lead Electrician	$42.22
Electrical Inspector pre September 1, 2003	$42.22
Electrical Inspector post September 1, 2003	$41.22
General Lead Electrician	$43.32
Senior Electrical Inspector	$43.32
General Lead Electrician In Charge	$44.42

Note: Due to changes in legislation effective May 2, 2000, temporary rates assume no PERA participation, even after six (6) months.

2. The basic hourly wage rates for provisional, probationary and regular employees appointed to the following classes of positions and who are covered by the provisions of Article 12.5 (WAGES AND FRINGE BENEFITS) of this Agreement shall be the following:

	Effective 5/1/2016 (or closest payroll period)	
	PERA	**No PERA**
Electrician	$36.86	$39.62
Lead Electrician	$39.27	$42.22
Electrical Inspector pre September 1, 2003	$39.27	$42.22
Electrical Inspector post September 1, 2003		$41.22
General Lead Electrician	$40.30	$43.32
Senior Electrical Inspector	$40.30	$43.32
General Lead Electrician In Charge	$41.32	$44.42

Employees had a one (1) time option to stay in PERA, in accordance with M.S. 1999 supplement, Section 353.01.

APPENDIX C (Continued)

3. The basic hourly rate for those holding the title Traffic Lighting Maintenance Worker, who receive no benefits, shall be:

   Effective 5/1/2016 (or closest payroll period)
   $15.85 40% of outside Journeyman rate

Employees who work on a regularly assigned shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., provided that at least five (5) hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., shall be paid a night differential for the entire shift.

Employees who work on a regularly assigned shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., but who work less than five (5) hours between the hours of 6:00 p.m. and 6:00 a.m., shall be paid a night differential for only those hours actually worked between the hours of 6:00 p.m. and 6:00 a.m.

The night differential shall be five percent (5%) of the base rates, and shall be paid only for those night shifts actually worked.

The total cost to the Employer, (including wages, fringes, and pension contributions) for employees covered by this Agreement shall be equivalent in money to the total package paid by the Employer to employees in comparable classifications in the Agreement between Local 110 and the National Electrical Contractors Association (NECA).

The total package cost shall exclude any payments for industry promotion and/or advertisement, or any other purpose not directly and clearly beneficial to the public Employer.

In the event Local 110 and NECA amend their bargaining agreement to provide for either a wage or benefit freeze or reduction during the period of this Agreement, such freeze or reduction shall be immediately applicable to the total compensation paid to employees covered by this Agreement.

APPENDIX D

Effective May 1, 2016 (or closest payroll period), the Employer shall:

(1) Contribute to a Union designated **Health and Welfare Fund $10.06 per hour** for all hours worked by participating employees as defined by this Agreement.

(2) Contribute to a Union designated **Pension Fund 12.241% of gross wages** by participating employees as defined by this Agreement.

(3) Contribute to a Union designated **Apprenticeship Fund $0.59 per hour** for all hours worked by participating employees as defined by this Agreement.

(4) Contribute to a Union designated **Reserve Trust Fund 6.285% of gross wages** by participating employees covered by this Agreement. Hours worked at overtime will be contributed at the overtime rate

(5) Contribute to the Union's designated **National Electrical Benefits Fund (N.E.B.F.) 3% of the gross wages** earned by all participating employees covered by this Agreement.

(6) Contribute to a Union designated **Vacation and Holiday Fund 13% of gross wages** by participating employees covered by this Agreement. This contribution is subject to all payroll deductions.

(7) Contribute to a Union designated **Supplemental Pension Fund 6.461% of the gross wages** by participating employees covered by this Agreement.

(8) Deduct to the Union's designated **Dues Fund 3.75% of the gross wages and the Vacation and Holiday Fund** earned by all participating employees covered by this Agreement. Dues are subject to change by a majority vote of members at a meeting.

(9) For those employees who elect to participate, contribute to the Public Employees Retirement Association (PERA) the legally established non-negotiated pension contribution. This contribution shall be 7.5% of gross earnings and shall be adjusted as required by State Law. The hourly rate of Participating employees shall be reduced by the actual hourly cost of this contribution; the wages in Appendix C reflect this deduction.

WITNESSES:

CITY OF SAINT PAUL

4/14/16

Chara Blanch — Date
Labor Relations Specialist

4/13/16

Jason Schmidt — Date
Labor Relations Manager

INTERNATIONAL BROTHERHOOD OF OF ELECTRICAL WORKERS, LOCAL 110

4-13-16

Jamie McNamara — Date
Business Manager