MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND THE
PLUMBERS LOCAL 34
2016 WAGE AND FRINGE ADJUSTMENT

APPENDIX C

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

	Effective 05/01/2016 (or closest payroll period)
Plumber	$44.52*
Lead Plumber	$47.22*
Plumbing Inspector	$47.22*
Plumbing Inspector -Water Utility	$47.22*
Senior Plumbing Inspector**	$48.67*

*This rate includes the $5.87 taxable Credit Union deduction.

Apprentice Wage and Benefit Schedule – Indentured before January 1, 2013

	1st Year	2nd Year	3rd Year	4th Year	5th Year
Check				32.23	34.02
Credit Union				5.42	5.82
Total Taxable				**37.65**	**39.84**
Health & Welfare				8.56	8.56
Retirees H & W				1.30	1.30
App Training Fund				0.47	0.47
Int'l National Training				0.10	0.10
Pension				5.77	5.69
Pension Supplement				0.51	2.04
Total Non-Taxable				**16.71**	**18.16**
Total Package				**54.36**	**58.00**

APPENDIX C (Continued)

Apprentice Wage and Benefit Schedule – Indentured after January 1, 2013

	1st Year	2nd Year	3rd Year	4th Year	5th Year
Check	15.46	19.32	23.19	27.05	30.92
Credit Union	1.87	2.88	3.04	5.34	5.64
Total Taxable	**17.33**	**22.21**	**26.23**	**32.39**	**36.56**
Health & Welfare	8.56	8.56	8.56	8.56	8.56
Retirees H & W	--	--	1.30	1.30	1.30
App Training Fund	.42	.46	.47	.47	.47
Int'l National Training	.10	.10	.10	.10	.10
Pension	--	1.20	2.21	2.55	3.91
Pension Supplement	--	.50	.70	.75	1.85
Total Non-Taxable	**9.08**	**10.82**	**13.34**	**13.73**	**16.19**
Total Package	**26.41**	**33.03**	**39.57**	**46.12**	**52.75**

The basic hourly rate for temporary employees whose length of employment and earnings require that they be subject to Public Employees Retirement Association (PERA) contributions shall be the temporary rate divided by 1.075 effective January 1, 2015. This amount is subject to further increase or decrease by the State of Minnesota.

2. The basic hourly wage rate for provisional, regular and probationary employees appointed to the following classes of positions and who are eligible to participate in PERA shall be:

	Effective 05/01/2016 (or closest payroll period)
Plumber	$ 41.41*
Lead Plumber	$ 43.93*
Plumbing Inspector	$ 43.93*
Plumbing Inspector - Water Utility	$ 43.93*
Senior Plumbing Inspector**	$ 45.27*

*This rate includes the $5.87 taxable vacation contribution.
*Effective January 1, 1998, this rate includes a taxable vacation deduction

**The hourly rate of Senior Plumbing Inspector is $1.45 above the Plumbing Inspector rate.

APPENDIX C (Continued)

Effective May 1, 2016 (or closest payroll period), there will be an additional $2.00 per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes. This amount will be decreased by any increase in the Industry Fund.

Effective May 1, 2017 (or closest payroll period), there will be an additional $2.00 per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes. This amount will be decreased by any increase in the Industry Fund.

If the Union elects to have the contributions listed in Appendix D 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 contributions) remains constant.

In the event Local 34 and any plumbing contractor affiliated or not affiliated with Twin Cities Piping Industry Association and doing business in the seven county metropolitan area agree to a total commercial package different from the above total commercial package such differences shall be immediately applicable to the total compensation paid to employees covered by this Agreement.

The State of Minnesota has changed the Public Employees Retirement Association (PERA) contribution rates for employers and employees. The current rate for applicable employees is 7.5%.

APPENDIX D

Unless specifically noted, the contribution levels represent pre-tax amounts. Effective May 1, 2016 (or the closest pay period) for participating employees working in a title listed under the heading, Group A, in Appendix A, the Employer shall:

(l) deduct to a Union designated **Credit Union** $5.87 per hour, for which payroll deductions have been made, for all hours worked by participating employees, as defined in Articles 12.3, 12.4 and 12.5 of this Agreement.

(2) contribute to a **Health and Welfare Fund** $8.56 per hour for all hours worked by participating employees, as defined above.

(3) contribute to a **Retiree Health Trust** $1.30 per hour for all hours worked by participating employees, as defined above.

(4) contribute to the **Pension Funds** $11.00 per hour for all hours worked by participating employees, as defined above.

(5) contribute to the **Journeyman and Apprenticeship Training Fund** $0.47 per hour for all hours worked by participating employees, as defined above.

(6) contribute to the **International Training Fund** $0.10 per hour for all hours worked by participating employees, as defined above.

The Employer will not make the above contributions for Holidays or vacation.

All contributions made in accordance with this Appendix D shall be forwarded to the Twin City Pipe Traders Service Association. The Employer shall establish Workers Compensation and Unemployment Compensation programs as required by Minnesota Statutes.

The Employer's fringe benefit obligation to participating employees as defined in Articles 12.3 is limited to the contributions and/or deductions established by this Agreement. The actual level of benefits provided to employees shall be the responsibility of the Trustees of the various funds to which the Employer has forwarded contributions and/or deductions.

WITNESSES

CITY OF SAINT PAUL

5/20/2016

Chara Blanch — Date
Labor Relations Specialist

5/20/16

Jason Schmidt — Date
Labor Relations Manager

PLUMBERS LOCAL #34

5-20-16

Thomas McCarthy — Date
Business Manager