Memorandum of Agreement
between
The City of Saint Paul
and
International Association of Sheet Metal, Air, Rail and Transportation Workers, Local 10
2016 Wage and Fringe Adjustment

APPENDIX C

The basic hourly wage rate for temporary employees appointed to the following classes shall be:

	Effective 05/01/2016 (or closest pay period)
Sheet Metal Worker	$46.89
Lead Sheet Metal Worker	$48.89
Sheet Metal Inspector	
1st Step	$47.89
2nd Step	$48.89
Senior Mechanical Inspector-Sheet Metal	$49.89

The basic hourly wage rates for temporary employees whose length of service 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 rate is subject to further increase or decrease by the State of Minnesota.

The basic hourly wage rate for provisional, regular, and probationary employees appointed to the following classes shall be:

	Effective 05/01/2016 (or closest pay period)
Sheet Metal Worker	$38.77**
Lead Sheet Metal Worker	$40.43**
Sheet Metal Inspector	
1st Step	$39.60**
2nd Step	$40.43**
Senior Mechanical Inspector-Sheet Metal	$41.25**

Effective April 26, 1997, this rate includes the above taxable deductions in addition to 72 hours of paid holidays and 160 hours of paid vacation per fiscal year. Vacation carry over shall be paid in accordance with Section I H of the Saint Paul Salary Plan and Rates of Compensation.

APPENDIX C (Continued)

Vacation must be approved by the Head of the Department.

The above rates in Appendix C include the $2.86 taxable Credit Union deduction which includes the $0.58 taxable Market Recovery Fund deduction. Also, included in the above rates is the $4.49 taxable amount paid directly to employees as part of their wage in lieu of a contribution to the Supplemental Pension.

After appearing on the payroll for 1040 hours in the first step, an employee in the Sheet Metal Inspector classification may be granted a wage increase to the second step.

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.

APPENDIX D

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

(1) contribute to a Welfare Fund $9.27 per hour 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 Local Pension Fund $4.55 per hour for all hours worked by participating employees, as defined above.

(3) contribute to a National Pension Fund $4.73 per hour for all hours worked by participating employees, as defined above.

(4) deduct and forward to a Vacation Fund $2.86 per hour for all hours worked by participating employees, as defined above.

(5) contribute to the Journeyman and Apprenticeship Training Fund $0.52 per hour for all hours worked by participating employees, as defined above.

(6) contribute to the National Scholarship & SMOHI Fund $0.03 per hour for all hours worked by participating employees, as defined above.

(7) contribute to a Labor Management Fund $0.02 per hour for all hours worked by participating employees.

(8) contribute to the NTF/NEMI fund $.15 per hour for all hours worked by participating employees.

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

The above contributions may be increased or decreased as long as the applicable hourly rates in Appendix C for participating employees are decreased or increased by the same total amount.

All contributions and deductions made in accordance with this Appendix shall be forwarded to depositories as directed by the Union.

The Employer shall establish Workers' Compensation and Unemployment Compensation programs as required by Minnesota Statutes.

The Employer's fringe benefit obligation to employees 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

5/13/2016

Chara Blanch — Date
Labor Relations Specialist

5/13/16

Jason Schmidt — Date
Labor Relations Manager

INTERNATIONAL ASSOCIATION OF SHEET METAL, AIR, RAIL AND TRANSPORTATION WORKERS, LOCAL 10

5-13-16

Matt Fairbanks — Date
Business Representative