Memorandum of Agreement
between
The City of Saint Paul
and the
Operative Plasterers and Cement Masons International Association, Local 633
2015 Wage and Fringe Adjustment

APPENDIX C

1. The basic hourly wage rate for temporary, provisional, regular and probationary employees **not participating** in PERA appointed to the following classes of positions shall be:

	Effective 05/01/2013 (Or closest pay period)	Effective 05/01/2014	Effective 05/01/2015
Cement Finisher	$33.23*	$34.13*	$35.11*

2. The basic hourly wage rate for regular employees **participating** in PERA appointed to the following classes of positions shall be:

	Effective 05/01/2013 (Or closest pay period)	Effective 05/01/2014	Effective 05/01/2015
Cement Finisher	$30.98*	$31.82*	$32.74*

* This rate includes the taxable Savings Plan deduction of $3.88.

The basic hourly wage rate for those employees eligible to participate in PERA, according to Article 11.3 of this agreement, shall be the rate shown in this Appendix "C (1)" for such employees in such classes divided by 1.0725. This rate is subject to further increases or decreases by the State of Minnesota.

APPENDIX D

Effective May 1, 2015 (or closest pay period), the Employer shall:

(1) contribute to a **Health and Welfare Fund** $7.23 per hour for all hours worked by participating employees.

(2) contribute to Part A of the **Pension Fund** $8.87 per hour for all hours worked by participating employees.

(3) deduct for a **Savings Plan** $3.88 per hour from which payroll deductions have been made for all hours worked by participating employees covered by this Agreement.

(4) contribute to a **Training Fund** $0.57 per hour for all hours worked by participating employees.

(5) contribute to a **HRA** $.50 per hour for all hours worked by participating employees.

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

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

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

Participating employees covered by this Agreement, shall not be eligible for, governed by, or accumulate vacation, sick leave, holiday, funeral leave, jury duty, or insurance fringe benefits that are or may be established by Civil Service Rules, Council Ordinance or Council Resolutions.

The Employer's fringe benefit obligation 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

1/5/16

Jason Schmidt — Date
Labor Relations Manager

OPERATIVE PLASTERERS AND CEMENT MASONS, LOCAL 633

DS 1-4-16

Joe DeRasmi — Date
Business Representative