

District Proposal on Wages and Benefits
July 1, 2017 to June 30, 2019
Machinists
Presented on August 15, 2017

1. Article 7, Hours, Overtime Pay

(a) 7.3 Longevity

District proposes adding 10 year longevity at \$0.20

2. Article 13, Vacation

District proposes status quo and no change to carryover amount.

3. Duration

District agrees to a two year agreement.

4. Nutrition Services Equipment Repairer

New language. New 7.5 District proposes out of classification language.

7.5 The Employer shall avoid, whenever possible, working an employee on an out-of-class assignment for a prolonged period of time. Any employee working an out-of-class assignment for a period in excess of ten (10) consecutive working days shall receive the rate of pay for the out-of-class assignment in a higher classification beginning on the ten (10th) consecutive working day of such assignment. The rate of pay for an approved out-of-class assignment shall be the same rate the employee would receive if such employee received a regular appointment to the higher classification.

5. SECTION 2. RETIREMENT HEALTH INSURANCE PROVISIONS

2.1 Benefit Eligibility for Employees who Retire Before Age 65

2.1.1 Employees hired into District service before January 1, 1996, must have completed twenty (20) years of **benefit eligible continuous employment with the District prior to retirement in order to be eligible for any payment of any insurance premium contribution by the District after retirement. Not less than ten (10) of the years immediately preceding retirement must have been completed within the actual employment of the District (i.e., service credit with the City of Saint Paul or other governmental unit shall not be considered in meeting this ten (10) year requirement. Effective June 30, 2006, all years of service toward meeting the twenty (20) year requirement must be in the actual employment of the District. No outside time with the City of Saint Paul or other governmental units will be considered.**

2.4 Employer Contribution Levels for Retirees After Age 65

2.4.1 Employees hired into the District before January 1, 1996, who meet the eligibility requirements in 2.3.1 and 2.3.2 of this Section are eligible for premium contributions for a Medicare Supplement health coverage policy selected by the District. **If Medicare should cease to exist, then contributions will be made to a alternate medical health supplement coverage selected by the District.** Premium contributions for such policy will not exceed:

<u>Coverage Type</u>	<u>Single</u>	<u>Family</u>
Medicare Eligible	\$300 per month	\$400 per month
Non-Medicare Eligible	\$400 per month	\$500 per month

At no time shall any payment in any amount be made directly to the retiree. Any premium cost in excess of the maximum contributions specified must be paid directly and in full by the retiree, or coverage will be discontinued

6. Sick Leave Article 21

21.1.1 Family Illness. Employees may use accumulated sick leave for hours off due to ~~sudden sickness~~ **illness, injury or** disability of a parent or a member of his/her household or to make arrangements for the care of such sick or disabled persons up to a maximum of eight hours sick leave per ~~incident day~~. Up to one hundred ~~twenty (120)~~ **sixty (160)** hours of accumulated sick leave may be used in a work year to allow the employee to care for and attend to the serious or critical illness **or injury** of his/her **child, adult child**, spouse, **sibling**, parent, **step parent**, or **member of household unless otherwise in accordance with Minnesota §181.9413**. These hours when used are deducted from sick leave.

7. Wages

Year 1 – 0%

Year 2 – 1%