

**MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
SAINT PAUL FIRE FIGHTERS, LOCAL 21**

The City of Saint Paul (hereinafter “City”) and Saint Paul Fire Fighters, Local 21 (hereinafter “Union”) agree to the terms of this Memorandum of Agreement (hereinafter “MOA”) which states as follows:

WHEREAS, Article 10 of the collective bargaining agreement between the City and the Union states the seniority rules to follow on the occasion of a work force reduction; and

WHEREAS, Article 10 of the collective bargaining agreement between the City and the Union does not currently allow employees who are affected by a work force reduction to reduce to a previously held title within the bargaining unit; and

WHEREAS, Article 10 of the collective bargaining agreement between the City and the Union does not currently allow employees in the Fire Supervisory Association, Local 3939, who are affected by a work force reduction to reduce to a previously held title covered by the collective bargaining agreement between the City and the Union; and

WHEREAS, the City and the Union, through mutual discussion and consideration, seek to allow employees within the Union and the Fire Supervisory Association, Local 3939, who are affected by a work force reduction to reduce to a previously held title covered by the collective bargaining agreement between the City and the Union;

NOW THEREFORE, it is agreed as follows:

Article 10.4 of the collective bargaining agreement between the City and the Union shall be amended to reflect the conditions noted above:

ARTICLE 10 – SENIORITY

10.4 Work Force Reduction

In the event of a reduction in the department work force, such reduction shall occur on the basis of seniority in the department. Employees will be laid off by class title within the department. When the number of employees in a higher title is to be reduced, employees who have held lower titles within this bargaining unit will be offered reductions to the highest of these titles to which department seniority would keep them from being laid off.

10.4(1) In the event of a work force reduction in the department that affects members of the Fire Supervisory Association, Local 3939, and when such affected employees have held lower titles within this bargaining unit, such employees shall be offered reductions to the highest of these titles to which department seniority would keep them from being laid off.

FOR THE CITY:

FOR THE UNION:

Jason Schmidt
Labor Relations Manager

Michael Smith
President, Fire Fighters Local 21

Date: _____

Date: _____