

**City of St. Paul and AFSCME Clerical Local 2508 & AFSCME Technical Local 1842
2026-2028 Contract Negotiations
Summary Agreement Sheet**

Date of TA: January 16, 2026

Duration: January 1, 2026 – December 31, 2028

Wages: Effective April 1, 2026 (closest payroll period): \$1/hr. increase to all titles/all rates.
Effective January 1, 2027 (closest payroll period): 3.0%
Effective January 1, 2028 (closest payroll period): 3.5%

Article 1 – Recognition

- a.) Update recognition clause
- b.) Add equity language

Article 2 – Check Off

- a.) Rename article to “Union Rights”
- b.) Add language that employees have the right to a steward during an investigation
- c.) Increase paid time for negotiations for 8 bargaining committee members (40 hrs)

Article 3 - Hours of Work (Technical agreement only)

Remove “Oxford Pool” exception to receive morning differential and night differential.

Article 5 - Holidays

Effective **January 1, 2027**, add one Floating Holiday to the Holiday Schedule.

Article 9 - Vacation

Effective **January 1, 2027**, allowable vacation carry-over amount increased to 160 hours.

Article 10 - Insurance

- a.) Implement the rates from the LMCHI agreement for 2026-2027.
- b.) Agree to meet and negotiate the recommendations for health insurance coverage agreed to by the LMCHI for 2028

Article 13 – Post Employment Health Plan

Increase contributions to PEHP for 2027 and 2028

Article 17 – Leaves of Absence

- a.) Update language to comply with ESST statute
- b.) Update Child School Leave to comply with statute (16 hours per child)
- c.) Effective **January 1, 2027** add one day of paid Bereavement Leave
- d.) Clarify that use of holiday pay during Paid Parental Leave does not extend the length of leave

Article 22 – Deferred Compensation (New)

Create matching Deferred Compensation benefit:

Effective **January 1, 2027**: \$400/year

Effective **January 1, 2028**: \$500/year

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Article 24 - Severance

Add new level at 600 hours equaling \$4,500

Article 28 – Safety

- a.) Increase shoe allowance in 2027 and 2028
- b.) Adjust language to allow the employer contribution to be allowed for repair of safety shoes

Article 29 – Uniform Reimbursement

- a.) Add Lab Technician I to list of titles in Art. 29.4 to receive uniform reimbursement
- b.) Uniform rates will remain at current level in 2026 only. Increased rates in 2027 and 2028

MOA's:

- Maintain all signed MOA's

Other items were non-substantive, housekeeping agreements. Salary Plan & Rates of Compensation - change “spouse” to “beneficiary” in Section IV