
CITY OF MINNEAPOLIS

And

CITY EMPLOYEES' UNION, LOCAL UNION
NO. 363 A/W LABORERS' INTERNATIONAL
UNION OF NORTH AMERICA, AFL-CIO
(LABORERS UNIT)

LETTER OF AGREEMENT
Temporary Construction Maintenance Laborer

THIS AGREEMENT, is made and has been entered into effective as of May 3, 2017 by and between the **City of Minneapolis** (hereinafter the "**City**"), the **City Employees' Union, Local Union No. 363 a/w Laborers' International Union of North America** (hereinafter "**Local 363**"), collectively the "**Parties**".

WHEREAS, Local 363 has representation rights over Construction Maintenance Laborers work with the City of Minneapolis; and

WHEREAS, Section 7.09 – Permits and Details of Agreement between the City of Minneapolis and Local 363, provides for the hiring of temporary workers with needed skills through Local 563 Hiring Hall and creates rules around the hiring of the temporary Construction and Maintenance Laborers, including the percentage of the workforce that may be hired in this capacity; and

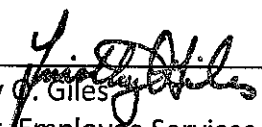
WHEREAS, the parties desire to modify this agreement;

NOW, THEREFORE, the Parties agree to temporarily suspend until December 31, 2018 the limitation of "30% of the total number of available Seasonal Construction and Maintenance Laborers" as listed in item number one of Section 7.09 of the Agreement.

AND FURTHER THE PARTIES AGREE that all other aspects of Section 7.09 – Permits and Details of the Agreement remains in effect.

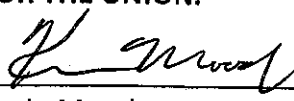
THE PARTIES have caused this Letter of Agreement to be executed by their duly authorized representative whose signature appears below.

FOR THE CITY OF MINNEAPOLIS:



Timothy G. Giles Date
Director, Employee Services

FOR THE UNION:

 5/19/17

Kevin Moody Date
Business Manager, Local #363

CR2 Outside Laborers Local #563 (Construction Craft Laborers)
Effective May 1, 2017
HIGHWAY / HEAVY
DISTRICT 1 - METROPOLITAN AREA - Local# 563

FLSA	OTC	CODE	CLASSIFICATION	Hourly Base Rate (For Overtime Calculation)	Hourly rate paid to employee (Base minus vacation allocation)	*Vacation (Sent to union in lieu of cash compensation earned)	Non-taxable fringe benefits: Health & Welfare (\$7.65) Pension (\$7.17) Training/App & LECET (\$0.40)	TOTAL PACKAGE TAXABLE + NONTAXABLE
N	2	C91085	Construction Craft Laborer (Outside Trades)	\$33.10	\$30.80	\$2.30	\$16.32	\$49.42

* Vacation (Credit Union) is after-tax allocation a portion of the hourly base pay into a savings plan managed by the union.

Vacation money is sent to union from earnings for each hour worked, including overtime hours.

Vacation is paid at 1.5 times after 8 hours in a day and/or 40 hours in a week, and at 2 times the hourly rate on Sundays and Holidays.

Overtime Pay and Premiums

Temporary Construction Craft Laborers receive time and one-half after 8 hours in one day, or 40 hours in one week.

Temporary Construction Craft Laborers receive time and one-half for all hours worked on Saturdays.

Temporary Construction Craft Laborers receive double time for all hours worked on Sundays.

Temporary Construction Craft Laborers receive double time for all hours worked on *Recognized Holidays.

*Recognized Holidays mean: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day.

Premiums: the following hourly premiums shall be paid on a "when performed" basis.

Description (See application eligibility)	Hourly Premium
Tunneler (1)	0.700
Lead Worker (2)	0.700
Hazwoper (3)	0.700
Miner/Dynamiter (4)	3.000

1-Paid to all employees when working in an excavated ditch > five (5) feet in depth, underground tunnel, or underground shaft.

2-Paid to all employees who are assigned work as the lead worker.

3-Paid to all employees who are assigned work in an environment determined to be contaminated by OSHA or MNP/CA standards, including when employees are required to use protective equipment (respirators or self contained breathing apparatus

"OSHA requires clean shaven for ensured safety") while working in said environment.

4-Paid to all employees who are assigned as the miner or dynamiter.

END