

ATTACHMENT "B"

CITY OF MINNEAPOLIS

and

**INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, LOCAL NO.
292, AFL-CIO**

**LETTER OF AGREEMENT
Employment of Temporary Employees**

WHEREAS, the City of Minneapolis (the *Employer* herein) and the International Brotherhood of Electrical Workers, Local No. 292, AFL-CIO (the *Union*) are *Parties* to a collective bargaining agreement (the *Agreement*) which took effect on May 1, 2013 and which remains in effect through April 30, 2015; and

WHEREAS, Section 7.09 (*Permits and Details*) of the Agreement limits the Employer's right to utilize temporary employees to periods no longer than the length of an incumbent employee's absence or six (6) consecutive months, whichever is longer, unless the Parties agree to the contrary in writing; and

WHEREAS, *Minnesota Statutes* Chapter 471 (Local Laws 1988) authorizes the Employer and the Union to enter into agreements concerning the employment of skilled craft and trade employees the terms and provisions of which are more compatible with the changing employment needs of the Employer for temporary employment than are the provisions of the Agreement; and

WHEREAS, the Employer and the Union desire to enter into such an agreement,

THE PARTIES, notwithstanding any other provision of the Agreement to the contrary, agree as follows:

1. The services of the Union's *hiring hall* shall be made available to the Employer for the referral of qualified temporary employees. The Union shall refer qualified employees to the Employer for employment on a non-discriminatory basis. Nothing herein shall be construed as a limitation upon the Employer's right to recruit and employ employees from other sources where the Union's hiring hall is unable to meet the Employer's needs in a timely fashion.
2. The temporary employee (*Permit*) limitations set forth in Section 7.09 (*Permits and Details*) shall not apply to persons employed under the provisions expressed herein. Employees hired under the provisions expressed herein are not Permit employees and they are not Detail employees, nor is their employment subject to Minneapolis Civil Service Commission Rules. Rather, such temporary employees may ordinarily be employed for periods of six (6) consecutive calendar months or less or for longer periods where the employment is associated with a special or capital-funded project.

