CITY OF MINNEAPOLIS

And

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, DISTRICT COUNCIL NO. 5, LOCAL UNION NO. 9, AFL-CIO (General Office Clerical and Technical Unit)

LETTER OF AGREEMENT
Extension: Temporary Modifications of Discipline and Grievance Procedures

WHEREAS, the City of Minneapolis ("City") and the AFSCME General Office Clerical and Technical Unit ("Union") are parties to a Labor Agreement currently in effect ("the Parties"); and

WHEREAS, on March 16, 2020, the City declared a Local Public Health Emergency due to the imminent threat caused by presence of the Coronavirus Disease (COVID-19) Pandemic; and

WHEREAS, the Parties desire to temporarily modify certain discipline and grievance terms and conditions of the Labor Agreement, due to the Local Public Health Emergency and COVID-19 Pandemic;

NOW, THEREFORE BE IT RESOLVED, that the parties agree as follows:

1. **Discipline.** Effective May 15, 2020, the City will not issue employee discipline related to absenteeism, until on or after June 12, 2020; and

2. **Grievance Procedures.** Effective May 15, 2020, all timelines for the Union to submit formal grievances, are hereby extended to June 12, 2020. This extension shall not apply to grievances based upon the discharge of an employee; and

3. This Agreement may be modified by written agreement of the Parties; and

4. All other terms and conditions of the Agreement remain in effect.

NOW THEREFORE, 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:

5/18/2020

Laura J. Davis — Date
Director, Labor Relations

FOR THE UNION:

5.18.20

David Bard — Date
Field Representative

5/18/20

Sarah Maxwell — Date
President, AFSCME