

**ATTACHMENT “H”**

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**CITY OF MINNEAPOLIS**

**And**

**CITY EMPLOYEES’ UNION, LOCAL UNION  
NO. 363 a/w LABORERS’ INTERNATIONAL  
UNION OF NORTH AMERICA, AFL-CIO  
(LABORERS UNIT)**

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**LETTER OF AGREEMENT  
Critical Response Premium**

**WHEREAS**, the City of Minneapolis (hereinafter “Employer”) and the City Employees’ Union, Local Union No. 363 a/w Laborers’ International Union of North America, AFL-CIO (Laborers Unit), (hereinafter “Union”) are parties to a Collective Bargaining Agreement that is currently in force; and

**WHEREAS**, the Parties desire to establish a Critical Response Premium for employees working in encampment cleanup or closure;

**NOW, THEREFORE**, The Parties agree to the following provisions for bargaining unit members who at the sole discretion of management may be assigned to perform encampment cleanup or closure duties will receive Critical Response Premium pay.

**Critical Response Premium:**

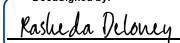
- Effective upon ratification of the contract, employees assigned to perform encampment cleanup or closure duties will receive a critical response premium of five (5) dollars per hour in addition to their normal hourly rate of pay.

**Requirements:**

- Employees will receive critical response pay for all hours actually worked performing encampment cleanup and closure duties.
- Encampment cleanup and closure duties are defined as work activity in cleaning the physical ground or property that a non-sheltered encampment previously occupied and removing discards that are placed outside of occupied area on the perimeter of the encampment.
- Employees must be assigned to perform duties designated as encampment cleanup or closure by the supervisor/foreman to receive critical response pay.
- The City of Minneapolis will continue to provide appropriate PPE including Tyvek suits and puncture proof gloves. Employees may request additional PPE to their supervisor.
- Every effort will be made to consider employee request to not perform encampment clean up and closure duties.

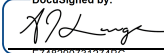
THE PARTIES have caused this Letter of Agreement to be executed by their duly authorized representatives whose signatures appear below.

**FOR THE EMPLOYER:**

DocuSigned by:  
  
Rasheda Deloney  
Labor Relations Director

08/01/2024  
Date

**FOR THE UNION:**

DocuSigned by:  
  
A.J. Lange  
Business Manager

08/01/2024  
Date