

LETTER OF AGREEMENT

WHEREAS, the City of Minneapolis (City) and International Union of Operating Engineers Local No. 49 (Union) have been signatories to a series of Collective Bargaining Agreement (CBA's) concerning Public Works; and

WHEREAS, the parties have concluded negotiations for the 2013-2014 CBA; and

WHEREAS, the CBA defines in Article 7 Filling Vacant Positions, Section 7.07 Permits and Casuals, Subd. 1 Use of Casual Employees:

Casual employees are to supplement the City of Minneapolis's permanent workforce. The Union shall make its best effort to maintain a list of employees in accordance with its hiring hall practices. The City agrees to access casual employees from the Local 49 hiring hall and to pay the wages and benefits in accordance with Article VI of the Highway and Heavy Agreement now in effect between the Union and the Associated General Contractors of Minnesota is hereby incorporated by reference. The intention of this incorporation is as follows:

- a) To provide qualified operators to the City for requisite tasks*
- b) To provide individuals who want to work for the City in a timely fashion*
- c) To allow City preferences in selection under enumerated circumstances*
- d) To utilize the benefits of the Union's hiring hall*

All casual employees serve at the pleasure of the City of Minneapolis. Casual employees provided by the union shall be paid the appropriate wage rates established by the Highway and Heavy Agreement then in effect between the Union and the Associated General Contractors of Minnesota (AGC), and appropriate AGC fringe benefit contributions shall also be paid to the jointly trusted funds identified therein

The term "casual" employee replaces the term "permit" or temporary employee used in previous labor agreements.

Casual employees as referenced above shall replace and discontinue the Civil Service identified and past practice of utilizing Permit employees.

NOW THEREFORE, the parties hereby stipulate and agree as follows:

Effective May 2nd, 2014 IUOE Local 49 waives the Fair Contracting Foundation contribution of \$.02 per hour as listed in the Associated General Contractors of Minnesota (AGC) Highway and Heavy Agreement.

All remaining terms of the 2013-2014 CBA shall remain in full force and effect.

For the City Minneapolis

 9/11/14
Tim O. Giles, Director Employee Services Date

For IUOE Local No. 49

 9/8/14
Glen D. Johnson, Business Manager Date