

**Memorandum of Understanding**

**Between**

**The City of Minneapolis**

**&**

**IUOE Local #49**

The City of Minneapolis and the International Union of Operating Engineers Local No. 49 (the "Employer" and the "Union," respectively) are parties to a Labor Agreement (the Agreement), which is effective during the period of January 1, 2015, through December 31, 2017.

This Memorandum of Understanding confirms the Employer's and the Union's agreement to amend Article 10 – Hours of Work and Overtime as follows:

Section 10.05 – Shift Differential

*The Employer agrees to pay a Shift Differential equal to \$1.35 per hour for all work shifts that have a regular starting time between 12:00 p.m. (noon) and 6:00 a.m. or for all work shifts that have a regular schedule that includes a Saturday or Sunday. The Employer also agrees to apply all across the board wage adjustments to the differential, if any.*

~~The differentials shall be applied to all hours worked on the schedule during any workweek, including overtime hours. The shift differential is retroactive to the first day of the assigned shift.~~ The shift differential will be applied to all compensated hours including sick, vacation, compensatory, and overtime hours paid to the employee regularly assigned to the shift. "Regularly assigned" shall be defined as continuously assigned for two or more consecutive weeks.

This modification will become effective April 30, 2017.

The Labor Agreement remains in full force and effect except as expressly modified herein.

The parties hereto have executed this memorandum of understanding.

City of Minneapolis:

  
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Timothy O. Giles  
Director of Employee Services

UNION: IUOE Local #49

  
\_\_\_\_\_  
Mark J. Pothen  
Business Representative

Dated: 5/11/17

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