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**CITY OF MINNEAPOLIS**

**And**

**INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS,  
LOCAL NO. 292, AFL-CIO  
(Electrical Technicians Unit)**

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**LETTER OF AGREEMENT**

**Extension: Temporary Modifications of Discipline and Grievance Procedures**

**WHEREAS**, the City of Minneapolis (“City”) and the Electrical Technicians 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:**

 5/22/2020  
\_\_\_\_\_  
Laura J. Davis Date  
Director, Labor Relations

**FOR THE UNION:**

 5/18/2020  
\_\_\_\_\_  
Chris Kohn Date  
Business Representative