

CITY OF MINNEAPOLIS
and
CITY EMPLOYEES' UNION LOCAL UNION
NO. 363 a/w LABORERS' INTERNATIONAL
UNION OF NORTH AMERICAN, AFL-CIO

LETTER OF AGREEMENT
Water Technician Seniority

WHEREAS, the City of Minneapolis (herein after the "*Employer*") and the City Employees' Union Local Union No. 363 a/w Laborers' International Union of North America, AFL-CIO (herein after *Local 363*) are the Parties to a collective bargaining agreement (the *Agreement*) which took effect on January 1, 2008 and which remains in effect through December 31, 2010; and

WHEREAS, the City has selected four candidates to permanently fill four Water Technicians positions: Brandon Brastad, Will Stone, Nathan Sherlock, Austin Wiles (hereinafter "selected candidates").

WHEREAS, the selected candidates were Temporary employees in the Water Technician position,

WHEREAS, operational staffing needs for the Division of Water Treatment & Distribution Services prohibits an extended break in service of the selected candidates,

WHEREAS, the Classification Seniority date for the selected candidates should not be earlier than the Classification seniority for Water Technicians permanently hired in previous years.

NOW, THEREFORE BE IT RESOLVED that:

1. The City Seniority date, for the below employees, shall correspond to the initial hire date of the candidates' first day of employment with the City of Minneapolis as listed in the following table.
2. The Classification Seniority date, for the below employees, shall be the date the candidates were permanently employed in the Water Technician position as listed in the following table.

Candidate (Employee ID#)	Hire Date (City Seniority)	Water Technician Permanent Hire Date (Classification Seniority)
Brandon Brastad (#117897)	7/18/2011	2/01/2013
Will Stone (#118028)	9/27/2011	2/04/2013
Nathan Sherlock (#119453)	6/28/2012	2/08/2013
Austin Wilkes (#119442)	7/02/2012	2/16/2013

3. Each selected candidate's time spent in temporary duty as a Water Technician immediately preceding the permanent hire date shall count toward satisfaction of their probationary period, benefits eligibility (without retroactivity) and pay progression requirements.

THE PARTIES have caused this *Letter of Agreement* to be executed by their duly authorized representative whose signature appears below:

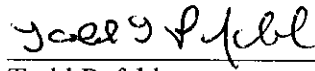
FOR THE CITY OF MINNEAPOLIS:

FOR THE UNION:



Timothy O. Gies
Director, Employer Services

4/12/13
Date



Todd Pufahl
Business Manager
Laborers Local Union No. 363

4/10/13
Date