CITY OF MINNEAPOLIS

And

CITY EMPLOYEES' UNION, LOCAL UNION NO. 363 A/W LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO

LETTER OF AGREEMENT
Temporary Modifications of Discipline and Grievance Procedures

WHEREAS, the City of Minneapolis ("City") and the L.I.U.N.A. Local #363, Laborers 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 March 23, 2020, the City will not issue employee discipline related to absenteeism, until on or after May 15, 2020; and

2. **Grievance Procedures.** Effective March 23, 2020, all timelines for the Union to submit formal grievances, are hereby extended to May 15, 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:

4/9/2020

Laura J. Davis — Date
Director, Labor Relations

FOR THE UNION:

4/6/20

Tony Kelly — Date
Business Manager