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**CITY OF MINNEAPOLIS**

**and**

**MINNESOTA TEAMSTERS PUBLIC AND  
LAW ENFORCEMENT EMPLOYEES  
UNION, Local No. 320 (DRIVER'S UNIT)**

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**LETTER OF AGREEMENT  
Seniority Defined**

**WHEREAS**, the City of Minneapolis (hereinafter "Employer") and the Teamsters Local No. 320, Driver's Unit (hereinafter "Union") (jointly, the Parties) are parties to a Collective Bargaining Agreement that is currently in force; and

**WHEREAS**, the Parties desire to have City Seniority and Classification Seniority language different from what is currently in the Collective Bargaining Agreement;

The Parties agree that the language currently contained in Section 6.01 Section 6.01 - Seniority Defined, of the Collective Bargaining Agreement shall be changed to read as follows:

**Section 6.01 – Seniority Defined**

When used in this Agreement, the terms City seniority and classification seniority shall have the meanings given them below:

**Subd. 1. City Seniority Defined**

City seniority is defined as the length of uninterrupted employment with the Employer and based on the employee's initial certification date. Effective for employee's hired on or after January 1, 1998, city seniority is defined as the length of uninterrupted employment with the Employer and based on the date of the employee's first day of employment.

**Subd. 2. Classification Seniority Defined**

Classification seniority is defined as the length of employment within a job classification and based on the employee's certification number. Effective for employee's hired or changing job classifications on or after January 1, 1998, classification seniority is defined as the length of employment within a job classification and based on the date the employee began working in that classification on a permanent basis.

Effective September 1, 2006 drivers hired into the classification titles of Truck Driver and Truck Driver, Sanitation shall simultaneously accrue classification seniority in both titles. Additionally, drivers

of record on September 1, 2006 who transfer between titles shall be credited for time spent in the other title. Truck Driver, Sanitation drivers hired prior to September 1, 2006 who have never worked as an Equipment Services Division (ESD) Driver and who transfer to ESD shall go to the bottom of the ESD Operational Seniority list. (See Section 11.01, Subd. 2.)

Subd. 3. Ties in Seniority

If employees have the same classification seniority date, ties in classification seniority shall be broken by City seniority. Ties in City seniority shall be broken randomly by the HRIS system.

**THE PARTIES** have caused this *Letter of Agreement* to be executed by their duly authorized representative whose signatures appear below.

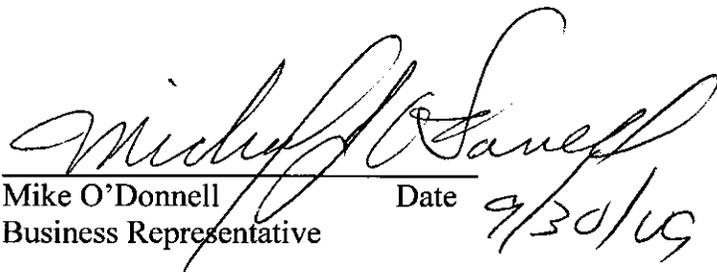
**FOR THE EMPLOYER:**

**FOR THE UNION:**



9-30-09

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Timothy O. Giles                      Date  
Director, Employee Services



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Mike O'Donnell                      Date  
Business Representative

9/30/09