CITY OF MINNEAPOLIS

and

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

LETTER OF AGREEMENT

Work Assignments in Surface Water and Sewer Division

WHEREAS, The City wishes to retain qualified employees trained in the procedures and techniques in the Surface Water and Sewer Division; and

WHEREAS, the City and the Union recognize that Surface Water and Sewer Division employees have historically been allowed to sign onto separate seniority lists for sewer construction and sewer maintenance assignments within the Surface Water and Sewer Division; and;

WHEREAS, the Parties recognize that the changing business needs of the Division necessitates a need for increased flexibility;

NOW THEREFORE, the Parties agree to the following procedure to be used when future Surface Water and Sewer Division Construction Maintenance Laborer positions are filled:

- 1) Current Surface Water and Sewer Maintenance and Construction employees shall retain their current seniority in the Surface Water and Sewer Operations Division.
- 2) Current employees will be offered a preference for work assignments within the Surface Water and Sewer Division twice yearly.
- 3) The City will first attempt to fill these work assignments based on Surface Water and Sewer Division seniority and preference, then soliciting qualified volunteers, and finally assigning the work to qualified employees in reverse seniority when necessary.
- 4) Work assignments may be made outside indicated preferences, and outside seniority ranking when certain employees possess unique skills, certifications, and/or work experience. Management will attempt to limit the duration of such assignments while other employees are trained for the necessary skills.
- 5) The City will continue to offer employees training and work experiences to enhance the effectiveness of the workforce and to minimize the need to assign work outside of stated work preferences.

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

FOR THE CITY:

11/18/09

Director, Employee Services

FOR THE UNION:

Austin Gillespie

Date

Business Manager, Local #363