
CITY OF MINNEAPOLIS

And

**Minneapolis Building and Construction
Trades Council, AFL-CIO
(Trades Unit)**

LETTER OF AGREEMENT

Alternative Work Schedules

WHEREAS, the City of Minneapolis (hereinafter "Employer") and the Minneapolis Building and Construction Trades Council, AFL-CIO (hereinafter "Union"), (the Employer and Union are hereinafter referred to as the "Parties") have made and entered into a labor agreement by and between the Parties, effective May 1, 2008 through August 30, 2011 (hereinafter "Agreement"); and

WHEREAS, certain employees in the bargaining unit and/or employed under ATTACHMENT "B" to the Agreement desire normal work day or normal work week configurations that differ from that described in the Agreement or in ATTACHMENT "B"; and

WHEREAS, the Employer recognizes that alternative work schedules may benefit the Employer and employees;

THE PARTIES, notwithstanding any other provision of the Agreement to the contrary, agree as follows:

By written agreement between the employee and their immediate supervisor, the normal work day and/or work week may be modified provided that the number of hours actually worked by the employee shall, on the average, be equivalent to the number of hours actually worked by employees under the normal work day/work week configuration described at Section 10.01 of the Agreement or in paragraph 5. of ATTACHMENT "B". In addition, by written agreement between the employee and their immediate supervisor, the lunch break may be extended with the appropriate work day schedule adjustment and/or the lunch break may be

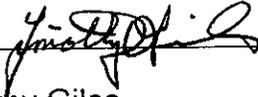
combined with paid rest breaks. In the event either the employee or the supervisor wish to unilaterally rescind a mutually agreed to arrangement, such notice must be given in writing at least fourteen (14) calendar days in advance of a permanent change.

Modified work week arrangements as described herein, voluntarily agreed upon by employees and their supervisors, shall be exempt from the daily overtime provisions of the Agreement and from the daily overtime provisions of paragraph 5 of ATTACHMENT "B" to the Agreement.

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

FOR THE CITY OF MINNEAPOLIS:

FOR THE UNION:

 5/18/11
Timothy Giles Date
Director, Employee Services

 5/17/2011
Scott Gale Date
Business Manager