

**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**

**Shift Differential – Water Treatment Operators and Plant Service Workers**

**WHEREAS**, the City of Minneapolis (hereinafter “Employer”) and the City Employees’ Union, Local Union No. 363 a/w Laborers’ International Union Of North America, AFL-CIO (Laborers Unit), (hereinafter “Union”) (jointly “the Parties) are parties to a Collective Bargaining Agreement in effect from January 1, 2013 through December 31, 2015; and

**WHEREAS**, in negotiations for the current Collective Bargaining Agreement the Parties agreed that Water Treatment Operators and Plant Service Workers who are scheduled for a full shift that begins between 11:00 a.m. and 6:00 a.m. shall receive \$1.10 per hour for all hours worked on the shift, including overtime hours; and

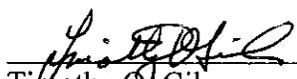
**WHEREAS**, the Parties have entered into discussions over the names of affected employees and the amounts of shift differential compensation for each under this contract provision for the period January 1, 2013 through October 19, 2013;

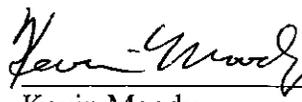
**NOW, THEREFORE BE IT RESOLVED**, as follows:

1. The affected employees and the amounts of compensation due under this contract provision are listed on the attachment to this Letter of Agreement, to the exclusion of all other employees.
2. Upon execution of this Letter of Agreement by the Parties, the Employer shall pay the amount to each listed employee as a lump sum payment, subject only to legal withholdings and deductions.
3. This Letter of Agreement represents the full and complete resolution of the issue.

**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:**

  
\_\_\_\_\_  
Timothy Q. Giles                      Date  
Director, Employee Services

  
\_\_\_\_\_  
Kevin Moody                      Date  
Business Manager

**Shift Differential Retroactive pay = Summary for all SCHEDULED shifts for  
Water Treatment Operators and Plant Service Workers**

**\$ 1.10 2013 shift differential  
2013 TOTALS (1/1 through 10/19)**

<b>Employee</b>	<b>Employee Number</b>	<b>Shifts (approx)</b>	<b>Hours</b>	<b>\$</b>
Aspinwall	71055	58	464	\$ 510.40
Balandin	95421	198	1584	\$ 1,742.40
P Blake	81380	0	0	\$ -
Brastad	117897	139	1360	\$ 1,496.00
Brooks	113633	4	40	\$ 44.00
Bros	83013	5	48	\$ 52.80
Courteau	70273	33	264	\$ 290.40
Hermanson	109282	136	1096	\$ 1,205.60
Holley	73209	46	368	\$ 404.80
J Blake	84901	92	760	\$ 836.00
Johnson	98708	125	1052	\$ 1,157.20
LeClaire	105126	45	360	\$ 396.00
Nyquist	111173	82	656	\$ 721.60
Perfetti	101762	149	1200	\$ 1,320.00
Sherlock	119453	162	1488	\$ 1,636.80
Soler	109400	144	1156	\$ 1,271.60
Stone	118028	77	720	\$ 792.00
Vander Eyk	112795	113	1048	\$ 1,152.80
Wilkes	119442	57	468	\$ 514.80
Yost	106593	95	876	\$ 963.60
<i>Schnitzus (Retired)</i>	106485	155	1312	\$ 1,443.20
<b>TOTAL WTO HOURS</b>			<b>16320</b>	<b>\$ 17,952.00</b>

**Plant Service Workers:**

J. Ringate*		2013 Shifts	1902.25	\$ 2,092.48
		2014 shifts	200.00	\$ 224.95
<b>J. Ringate*</b>	<b>30342</b>	<b>TOTAL:</b>		<b>\$ 2,317.43</b>
<i>C. Trowbridge (retired)</i>		113	904	\$ 994.40

\* Owe J. Ringate for all of 2013, did not start receiving shift differential on 10/20/13 as he should have.  
also owe Jim for first three pay periods of 2014.