CITY OF MINNEAPOLIS

And

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

And

CEMENT MASONS, PLASTERERS and SHOPHANDS, LOCAL UNION NO. 633 a/w LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO (LABORERS UNIT)

LETTER OF AGREEMENT
Cement Finishers

THIS AGREEMENT, is made and has been entered into effective *this 15th day of April, 2015* by and between the **City of Minneapolis** (hereinafter the "**City**"), and the **City Employees' Union, Local Union No. 363 a/w Laborers' International Union of North America** (hereinafter the "Local 363"), and the Cement Masons, Plasterers and Shophands, Local #633 (hereinafter "Local 633") collectively the **"Parties".**

WHEREAS, the Local 363 Union has representation rights over Cement Finisher work with the City; and

WHEREAS, there are an insufficient number of City Cement Finishers, and there is a temporary need for additional Cement Finishers in the Public Works Department; and,

NOW, THEREFORE, the Parties agree to temporarily allow the permit hiring of Cement Finishers from the Cement Masons, Plasterers and Shophands, Local #633 through April 30, 2016; and,

AND FURTHER THE PARTIES AGREE

1) The City shall pay the wages as described here.

Effective May 1, 2015: The City shall pay the rack rate, except for the FCF fund, as established by the Associated General Contractors Highway Heavy Agreement as follows:

Rates Effective May 1, 2015:

The City shall pay a package hourly rate of $53.11 distributed as follows:

1. $35.54 is the base wage paid to the employee. This is the wage is used for overtime calculations.
2. $17.57 shall be forwarded to the Cement Masons, Plasterers and Shophands, Local No. 633 for distribution into Health & Welfare ($7.23 per hour), Pension ($8.87 per hour), HRA ($1.00 per hour), and Training ($0.47 per hour) funds.
3. An after-tax deduction of $3.88 per hour worked, including each overtime hour worked, shall be deducted from the employees paycheck and forwarded to the Cement Masons, Plasterers and Shophands, Local No. 633 for deposit into the employee's Minnesota Cement Masons Savings Plan.

2) The City shall pay the overtime wages as described here:

- Time and one-half after 8 hours in one day, or 40 hours in one week, and for all hours worked on Saturdays.

- Double time for all hours worked on Sundays and on *Recognized Holidays.

*Recognized Holidays mean: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. **When the legal is on a Saturday, Friday will be designated and celebrated as the holiday. When the legal holiday is on Sunday, Monday will be designated and celebrated as the holiday.

3) **The City shall pay the Premium wages as described here (2013 rates, may change in 2014. See #1 above):** The following hourly premiums shall be paid on a "when performed" basis.

Tunneler (1)	$0.25 per hour
Foreman (2)	$2.00 per hour
Swing Scaffold (3)	$0.25 per hour

1-Paid to all employees when working in an excavated ditch > five (5) feet in depth, underground tunnel, or underground shaft.
2-Paid to all employees who are assigned work as the Foreman.
3- Paid to all employees when working on a "swing scaffold" supported by a cable such as attached to a building or brigde.

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:

4/22/15
Timothy O. Giles Date
Director, Employee Services

FOR THE UNION:

4/15/15
Kevin Moody Date
Business Manager, Local #363

4/15/2015
Gregory R. Massey Date
Business Manager, Local #633