
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 19th day of April, 2016* 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, 2019; and,

AND FURTHER THE PARTIES AGREE

The City shall pay the wages as described here:

Effective May 1, 2016, 2017 & 2018: The City shall pay the rack rate as established by the Associated General Contractors Agreement (Hereafter "**Agreement**") for the years 2016, 2017, 2018 on May 1st or the effective date as provided by the Agreement. Should the wage rates or their allocations not be known at the end of the previous effective wage schedule period, the new rates schedule shall be paid retroactively as soon as is possible after the new rates are established and implemented. For 2016, the City shall pay the rates as follows effective May 1, 2016:

The City shall pay a package hourly rate of \$54.72 distributed as follows:

1. \$36.65 is the base wage that is used for overtime calculations. The base wage includes the cash wage paid to employee of \$32.66 per hour, and includes the "Savings Plan contribution amount of \$3.99 per hour.
2. An after-tax deduction of \$3.99 per hour worked, including each overtime hour worked, shall be deducted from the employee's paycheck and forwarded to the Cement Masons, Plasterers and Shophands, Local No. 633 for deposit into the employee's Minnesota Cement Masons Savings Plan.

3. The city shall pay the fringe benefits as follows: \$18.07 shall be forwarded to the Cement Masons, Plasterers and Shophands, Local No. 633 for distribution into Health & Welfare (\$7.48 per hour), Pension (\$9.12 per hour), HRA (\$1.00 per hour), and Training (\$0.47 per hour) funds.
4. The City does not contribute to the Fair Contracting Fund.

1) 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.

2) The City shall pay the Premium wages as described here

The following hourly premiums shall be paid on a "when performed" basis.

Tunneler (1)	\$0.25 per hour
Lead Worker(2)	\$1.50 per hour
Swing Scaffold (3)	\$0.25 per hour

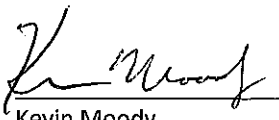
- 1- Paid to all employees when working in an excavated ditch > five (5) feet in depth, underground tunnel, or underground shaft.
- 2- Paid to all employees who are assigned work as the lead worker.
- 3- Paid to all employees when working on a "swing scaffold" supported by a cable such as attached to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

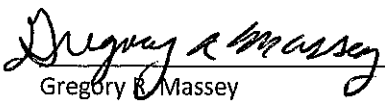
THE PARTIES have caused this Letter of Agreement to be executed by their duly authorized representative whose signature appears below.

FOR THE CITY OF MINNEAPOLIS:

FOR THE UNION:


 Timothy O. Giles
 Director, Employee Services
 4/27/16
 Date


 Kevin Moody
 Business Manager, Local #363
 4/29/16
 Date


 Gregory R. Massey
 Business Manager, Local #633
 4-21-2016
 Date