
**CITY OF MINNEAPOLIS
and
AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES,
DISTRICT COUNCIL NO. 5, LOCAL
UNION NO. 9, AFL-CIO (Water Unit)**

**LETTER OF AGREEMENT
Holiday and Regularly Scheduled Weekend Duty
Pay for Ten Hour Shifts**

WHEREAS, the City of Minneapolis (hereinafter "Employer") and the American Federation of State, County and Municipal Employees (hereinafter "Association") are parties to a collective bargaining agreement that is currently in force; and

WHEREAS, the Employer has work in the Water Distribution division that will require employees of the Association to regularly work ten (10) hour shifts; and

WHEREAS, the collective bargaining agreement does not contemplate holiday pay or regularly scheduled weekend duty for employees that work ten (10) hour shifts; and

WHEREAS, both parties desire to define the holiday and regularly scheduled weekend pay for employees that regularly work ten (10) hour shifts.

NOW THEREFORE BE IT RESOLVED the employees of the Association that regularly work ten (10) hours shifts and/or weekends will be paid based on the following:

- Employees working forty (40) hours per week will be paid eight (8) hours holiday pay calculated at their regular, straight time, base rate of pay.
- Employees regularly working ten (10) hour shifts that have less than forty (40) hours per week due to eight (8) hours of holiday and/or eight (8) hours of regularly scheduled weekend duty, shall select from the following options for the difference between their regularly scheduled hours and holiday pay and/or regularly scheduled weekend duty:
 - a) Take no pay.
 - b) Make up the hours on alternate workdays within the same work week, subject to supervisory approval.
 - c) Use vacation or comp time.
 - d) Use budgetary leave.

The agreement will be effective May 19, 2024, and will automatically renew unless terminated or amended by the written agreement of the Parties.

To the extent that this Letter of Agreement is a deviation from the collective bargaining agreement it will not be deemed as precedent setting.

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

FOR THE CITY OF MINNEAPOLIS:

Rasheda Deloney 5/15/2024
Rasheda Deloney Date
Director, Labor Relations

FOR THE UNION:

Sarah Maxwell 5/15/24
Sarah Maxwell Date
President

D.J.L. R 5/15/24
David Bard Date
Business Manager