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**CITY OF MINNEAPOLIS**

**and**

**AMERICAN FEDERATION OF STATE,  
COUNTY AND MUNICIPAL EMPLOYEES,  
DISTRICT COUNCIL NO. 5, LOCAL  
UNION NO. 9, AFL-CIO  
(General Office Clerical and Technical Unit)**

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**LETTER OF AGREEMENT  
Utilization of Vacation Days**

**WHEREAS** the City of Minneapolis ("City") and the American Federation of State, County and Municipal Employees, District Council No. 5, Local Union No. 9, AFL-CIO, General Office Clerical & Technical Unit, ("Union") (collectively, the "parties") are parties to a Collective Bargaining Agreement currently in effect;

**WHEREAS** the parties agree that the ability to attract and retain talent is a critical component to ensuring the success of the City; and,

**WHEREAS** vacation benefits levels and rates of accrual for employees are described within Article 11 of the Agreement,

**WHEREAS** Section 11.02 of the parties' collective bargaining agreement states in pertinent part that,

Vacations with pay shall be granted to permanently certified employees who work one-half (½) time or more and who have completed six (6) months of continuous service. Vacation time will be determined on the basis of continuous years of service, including time in an unclassified position immediately preceding appointment or reappointment to a classified position. For purposes of this article, continuous years of service shall be determined in accordance with the following; and,

**WHEREAS** granting new full-time employees access to accrued vacation benefits, in accordance with the vacation benefit levels and rates of accrual described in Article 11, will provide the City the ability to attract a wider candidate pool;

**NOW THEREFORE THE PARTIES AGREE:**

Effective October 20th of 2017, the first paragraph of Section 11.02 is hereby revised as follows:

**"Section 11.02 - Eligibility: Full-Time Employees**

Vacations with pay shall be granted to permanently certified employees who work one-half (½) time or more and ~~who have completed six (6) months of continuous service.~~ Vacation time will be determined on the basis of continuous years of service, including time in an unclassified position immediately preceding appointment or reappointment to a classified position. For purposes of this article, *continuous years of service* shall be determined in accordance with the following:

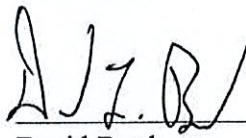
**THE PARTIES** have caused this *Letter of Agreement* to be executed by their duly authorized representative whose signatures appear below.

**FOR THE CITY OF  
MINNEAPOLIS :**

  
\_\_\_\_\_  
Date 4-27-18  
Laura J. Davis  
Director Labor Relations

**FOR THE UNION:**

  
\_\_\_\_\_  
Date 4/26/18  
Sarah Maxwell  
President

  
\_\_\_\_\_  
Date 4-26-18  
David Bard  
Field Representative