

**MEMORANDUM OF UNDERSTANDING
BETWEEN
METROPOLITAN COUNCIL
AND
AMERICAN FEDERATION OF STATE, COUNTY, AND
MUNICIPAL EMPLOYEES,
LOCAL UNION No. 668**

WHEREAS, the Metropolitan Council ("Employer") and American Federation of State, County, and Municipal Employees, Local Union No. 668 ("Union") are interested in implementing a Construction Inspector Trainee Program; and

WHEREAS, one of the purposes of the Construction Inspector Trainee Program is to increase the diversity of the Construction Inspectors classification.

Now therefore, the Parties agree to the following Construction Inspector Trainee Program:

1. **Construction Inspector Trainee Classification** - The Construction Inspector Trainee classification is hereby created as the entry level classification in the Construction Inspector Trainee Program. The Construction Inspector Trainee classification shall be a one (1) year Council Temporary position. Construction Inspector Trainees are eligible for benefits as provided in the Collective Bargaining Agreement. Construction Inspector Trainees may be terminated at any time at the sole discretion of the Employer.
2. **Associate Construction Inspector Classification** - At its sole discretion, the Employer may promote Construction Inspector Trainees to Associate Construction Inspectors. Associate Construction Inspectors are considered regular employees pursuant to the Collective Bargaining Agreement. All employees promoted or otherwise hired as Associate Construction Inspectors shall serve a six (6) month probationary period. Notwithstanding Section 5.02 of the Collective Bargaining Agreement, Associate Construction Inspectors may be terminated at any time during the six-month probationary period at the sole discretion of the Employer.
3. **Construction Inspector Classification** - After completion of twelve (12) months of service as an Associate Construction Inspector, the Employer, at its sole discretion, may promote Associate Construction Inspectors to Construction Inspectors. Such promotion shall be based on the completion of specified requirements and minimum qualifications as determined by the Employer. Employees promoted to Construction Inspector Classification must have at least

three (3) years of construction-related experience. All employees promoted or otherwise hired as Construction Inspectors shall serve a six (6) month probationary period. Notwithstanding Section 5.02 of the Collective Bargaining Agreement, Construction Inspectors may be terminated at any time during the six-month probationary period at the sole discretion of the Employer.

4. The Employer and the Union agree to meet and evaluate the Construction Inspector Trainee Program upon completion of the first year of operation of the trainee program.
5. The application of this Memorandum of Understanding is limited to the Construction Inspector Trainee Program in the Technical Services division and is not intended to limit the potential development of other existing or future Employee trainee programs.

AMERICAN FEDERATION OF
STATE, COUNTY, AND MUNICIPAL
EMPLOYEES, No. 668


Ashley Lokensgard, President

2/14/2017
Date


Joe Brøge,
Field Representative

2/14/2017
Date

METROPOLITAN COUNCIL


Marcy Cordes, Labor Relations

2/15/17
Date