
CITY OF MINNEAPOLIS

And

**INTERNATIONAL ALLIANCE OF THEATRICAL
STAGE EMPLOYEES AND MOTION PICTURE MACHINE
OPERATORS OF THE UNITED STATES AND CANADA
LOCAL UNION NO. 13, AFL-CIO**

**LETTER OF AGREEMENT
Retention Incentive**

WHEREAS, the City of Minneapolis (“Employer”) and the I.A.T.S.E. Local 13 (“Union”) (collectively “parties”) are parties to a Collective Bargaining Agreement (“Labor Agreement”), currently in effect; and

WHEREAS, the parties agree that the ability to retain employees is valuable to providing successful services to the residents and businesses of the City of Minneapolis.

NOW, THEREFORE BE IT RESOLVED, that the parties agree as follows:

1. The Employer will pay eligible full-time permanent bargaining unit members a Retention Incentive of \$1000 to remain employed with the Employer through the applicable date under paragraph 3 or 4, below.
2. The Retention Incentive shall be paid in one-time lump sum payment of \$1000 upon ratification of this Letter of Agreement, by both parties. This payment shall be made as soon as practicable upon signing.
3. Current bargaining unit members, who are full-time permanent employees as of the signing of this agreement may be eligible to earn the Retention Incentive. Current full-time permanent employees who separate from service prior to June 30th, 2023, shall no longer qualify for the Retention Incentive and shall be responsible to reimburse the Employer for Retention Incentive payments received (less applicable deductions).
4. New full-time permanent bargaining unit members who are hired between the dates of December 2nd, 2022, and December 31st, 2023, (“new eligible employees”) may also be eligible to receive the Retention Incentive. This payment shall be either upon signing of this agreement or upon being hired, whichever is later. New eligible employees, who separate from service prior to the successful completion of probation, shall no longer qualify for the Retention Incentive and shall be responsible to reimburse the Employer for Retention Incentive payments (less applicable deductions) received.
5. City employees currently represented by a different bargaining unit who are hired into this bargaining unit (“newly eligible employees”) are eligible to receive the Retention Incentive on the

same terms and payment schedule as current eligible employees, provided that employees who change positions in no case are eligible for more than one retention incentive from the City.

6. Retention Incentive payments are subject to normal tax withholding and any other deductions.
7. Employees who receive a Retention Incentive, and subsequently become ineligible for a Retention Incentive, because of a separation from service, shall repay the Retention Incentive (less applicable deductions) upon separation. This repayment will occur from funds deducted from the employee's last paycheck.
8. An employee who has given notice to their immediate supervisor, prior to the Retention Incentive payment, may opt not to receive Retention Incentive payment.
9. Nothing herein should be construed as a guarantee of ongoing employment for any new hire or current bargaining unit member.
10. This Letter of Agreement sets no precedent.
11. All other terms and conditions of the Agreement will remain in force.

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

FOR THE EMPLOYER:

 4-28-23
Rasheda Deloney Date
Director, Labor Relations (Interim)

FOR THE UNION:

 2-27-2023
Wendell Bell Date
Business Representative