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**CITY OF MINNEAPOLIS**

**And**

**INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, LOCAL NO. 292,  
AFL-CIO  
(Electricians Unit)**

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**LETTER OF AGREEMENT  
Retention Incentive**

**WHEREAS**, the City of Minneapolis (“Employer”) and the International Brotherhood of Electrical Workers, Local No. 292, AFL-CIO (“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 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 employed as of the signing of this agreement may be eligible to earn the Retention Incentive. Current eligible employees who separate from service prior to December 31<sup>st</sup>, 2022, 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 bargaining unit members who are hired between the dates of October 1<sup>st</sup>, 2022, and December 31<sup>st</sup>, 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 CITY OF MINNEAPOLIS**

  
 Rasheda Deloney Date  
 Interim Director, Labor Relations

**FOR THE UNION:**

  
 Jeff Heimerl, Business Manager Date  
 2/21/2023