
CITY OF MINNEAPOLIS

And

**MINNESOTA TEAMSTERS PUBLIC AND
LAW ENFORCEMENT EMPLOYEES UNION
LOCAL #320, AFL-CIO
(Convention Center Custodians Unit)**

**LETTER OF AGREEMENT
Retention Incentive**

WHEREAS, the City of Minneapolis (“Employer”) and the TEAMSTERS, Convention Center Custodians (hereinafter “Union”) are parties (collectively the “Parties”) to a collective bargaining 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 December 31st, 2022.
2. The Retention Incentive shall be paid in one-time lump sum payment of \$1000 upon ratification of the 2022 through 2024 Labor Agreement, and this associated 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 Letter of Agreement may be eligible to receive the Retention Incentive. Current eligible employees who separate from service prior to December 31st, 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 December 1st, 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 Letter of Agreement or upon being hired, whichever is later. New eligible employees, who separate from service

