

September 12th, 2025

To: The Police Officers' Federation of Minneapolis,
c/o Jim Michels, Federation's designated representative for collective
bargaining

Re: Repudiation letter

To the Federation:

The purpose of this letter is to repudiate certain past practices and any past practices that the Federation has indicated that it believes exist. To the extent that the Federation and its members consider the City, either itself or through its Police Department (the "Department"), to have established a past practice with the Federation in the following areas, the City hereby provides formal notice that it will no longer recognize and/or intends to discontinue the following practices listed below.

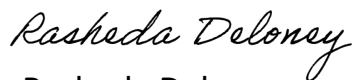
Unless negotiated into the contract, these practices will be discontinued upon ratification of the parties' successor collective bargaining agreement to the Labor Agreement for the period January 1, 2023, through December 31, 2025:

1. To the extent the Federation believes that the City is required by a past practice to maintain an accounting system administering payroll payments on a minute-by-minute basis, such practice is repudiated. The City reserves the right to use any payroll timekeeping practices that are consistent with the law.
2. The City has retained all inherent managerial scheduling rights except those explicitly set forth in Section 18.02. During the negotiations for the current Labor Agreement, the City repudiated any past practice of giving deference to employee requests regarding work schedules beyond reasonable consideration as and to the extent required in Section 18.02(a)(4). To the extent that the Federation believes that

the Parties have or continue to have a past practice with respect to implementing and establishing schedules—including interpreting any part of Section 18.02 as requiring deference by the Employer to the scheduling requests or preferences of employees or as prohibiting the Employer from setting or implementing a default or established or standard scheduling pattern as a base from which to create work schedules—any such practice is hereby repudiated. The City reserves the right to implement and establish any schedule consistent with the plain language of Section 18.02.

3. The City hereby repudiates any past practice of deviating from the written provisions of Section 26.05 related to critical incident reporting requirements and reserves the right to implement a new critical incident policy consistent with the plain language of Section 26.05.
4. The City hereby repudiates any past practice of providing retroactive pay to separated employees other than in the circumstances described in Section 33.03 of the Labor Agreement.
5. The City reserves the right to repudiate additional past practices until the parties agree that no additional proposals shall be offered by either side.

Sincerely,



Rasheda Deloney
Director of Labor Relations
The City of Minneapolis