

CITY OF MARYSVILLE AGENDA BILL

EXECUTIVE SUMMARY FOR ACTION

CITY COUNCIL MEETING DATE: 12/20/21

AGENDA ITEM:	
Teamsters Pension MOU	
PREPARED BY:	DIRECTOR APPROVAL:
Jason Smith	
DEPARTMENT:	
Human Resources	
ATTACHMENTS:	
Teamsters Pension MOU	
BUDGET CODE:	AMOUNT:
NA	NA
SUMMARY:	

The employee groups from Mechanics and Solid Waste have voted to increase their contribution amount to their Western Conference of Teamsters Pension Trust as reflected in the attached memorandum of understanding.

RECOMMENDED MOTION: I move to authorize the Mayor to sign and execute the Teamsters Pension MOU.

MEMORANDUM OF UNDERSTANDING
To the
AGREEMENT
By and between
CITY OF MARYSVILLE, WASHINGTON
And
PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS
LOCAL UNION NO. 763
(Representing Employees of the City of Marysville)

January 01, 2018 through December 31, 2020
(Extended through December 31, 2022)

THIS MEMORANDUM OF UNDERSTANDING is supplemental to the AGREEMENT by and between the CITY OF MARYSVILLE, WASHINGTON, hereinafter referred to as the "Employer", and PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS LOCAL UNION NO. 763, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the "Union."

ARTICLE 10 PENSION

10.1 The bargaining unit shall determine the amounts, if any, that will be deferred from pay increases into the Western Conference of Teamsters Pension Trust with a vote of eligible members. The vote may be held annually. The Union will notify the Employer of the amount to be deferred following the vote of the bargaining unit. Any contribution change will be applied by the City effective the first of the month after thirty (30) days' notice is received by the City from the Union.

Mechanics

Effective as designated below, the Employer shall contribute the amount into the Western Conference of Teamsters Pension Trust on account of each member of the bargaining unit for each compensable hour, up to a maximum of two thousand eighty (2080) hours per calendar year.

Effective	Hourly Contribution
02/01/2022	Two dollars and zero cents (\$2.00)

Solid Waste

Effective as designated below, the Employer shall contribute the amount into the Western Conference of Teamsters Pension Trust on account of each member of the bargaining unit for each compensable hour, up to a maximum of two thousand eighty (2080) hours per calendar year.

Effective	Hourly Contribution
02/01/2022	Two dollars and zero cents (\$2.00)

Parks and Public Works Departments

Effective as designated below, the Employer shall contribute the amount into the Western Conference of Teamsters Pension Trust on account of each member of the bargaining unit for each compensable hour, up to a maximum of two thousand eighty (2080) hours per calendar year.

<u>Effective</u>	<u>Hourly Contribution</u>
01/01/2012	One dollar and ten cents (\$1.10)
04/01/2019	One dollar and thirty-five cents (\$1.35)

Police Department and Office-Clerical Employees In All Departments

Effective as designated below, the Employer shall contribute the amount into the Western Conference of Teamsters Pension Trust on account of each member of the bargaining unit for each compensable hour, up to a maximum of two thousand eighty (2080) hours per calendar years.

<u>Effective</u>	<u>Hourly Contribution</u>
01/01/2002	Five cents (5¢)
01/01/2021	One dollar and five cents (\$1.05)

- 10.2 The total amounts due for each calendar month shall be remitted in a lump sum not later than ten (10) days after the last business day of each month. The Employer agrees to abide by such rules as may be established by the Trustees of said Trust Fund to facilitate the determination of the hours for which contributions are due, the prompt and orderly collection of such amounts and the accurate reporting and recording of such hours and such amounts on account of each member of the bargaining unit. Failure to make all payments herein provided for within the time specified shall be a breach of this Agreement.
- 10.3 Probationary Employees – Regular employees working in the Parks and Public Works Department, Solid Waste, or Mechanics serving a probationary period, the employer will pay an hourly contribution rate of ten cents (10¢) during the probationary period, but in no case for a period longer than the first ninety (90) calendar days from the date of hire. If and when this period is completed, the full standard contribution rate shall apply.
- 10.4 Notwithstanding any provision to the contrary that may be contained elsewhere within this Agreement, the Employer shall pay the Teamsters Pension contribution set forth within Section 10.1 on behalf of all employees performing bargaining unit work; and for purposes of this Section the bargaining unit shall be defined as follows:
- All employees hired and/or performing work within the classifications of Appendix "A" shall be included within the scope of the bargaining unit. However, pension contributions shall not be remitted on employees within the bargaining unit who are considered to be temporary, seasonal, and/or casual employees.
- No person or third party beneficiary shall interpret this Agreement such that "field or playground work" shall be considered bargaining unit work regardless of the similarity of work, tools, supervision, or other characteristic. The Union specifically and unequivocally disclaims any work performed by seasonal field or summer rec. and confirms that such work is not bargaining unit work.
- 10.5 In the case where there are payouts of accrued hours (vacation, compensatory time, or sick leave), pension must be contributed on all hours not to exceed an annual of 2080 hours as set forth in Section 10.1.
- 10.6 In the case where an employee within the bargaining unit goes on a leave without pay status, pension contributions will not be remitted for hours that are in a non-paid status. Pension contributions will be remitted for only compensable hours during the leave status.

PUBLIC, PROFESSIONAL & OFFICE-CLERICAL
EMPLOYEES AND DRIVERS LOCAL UNION
NO. 763, affiliated with the International
Brotherhood of Teamsters

CITY OF MARYSVILLE, WASHINGTON

By _____
Scott Sullivan
Secretary-Treasurer

By _____
Jon Nehring
Mayor

Date _____ Date _____