

**Letter of Agreement
By and Between
CITY OF TACOMA
And
TEAMSTERS LOCAL 313
Effective Date: _____**

Subject: One-Time Lump Sum Payments for Certain Sewer Workers and New Sewer Worker AOR

The City of Tacoma (City) and Teamsters Local 313 (Local 313 or Union) (collectively, the Parties) enter into this Letter of Agreement (LOA).

Background.

- A. Revisions to Sewer Worker Classification. The Parties have reviewed revisions to the Sewer Worker classification specification (CSC 5010), which includes that a Class A Commercial Driver's License with N (tanker) endorsement ("CDL") may be required within nine months of appointment, with maintenance thereafter ("the 2022 Revision"). The Parties have discussed that this is a requirement for individuals appointed into the Sewer Worker classification after the 2022 Revision. As described below, this is only a requirement for individuals appointed into the Sewer Worker classification prior to the 2022 Revision if they receive the incentive pay described in this LOA.
- B. New Application of Rate for Sewer Workers. The Parties have also negotiated a new Application of Rate ("AOR") for all Sewer Workers, as described below. This AOR is to resolve a dispute that has arisen between the Parties, as to whether qualified Sewer Workers have received an upgrade for driving a City vehicle that requires a CDL from one location to another in the past; the City maintains that this has not been a management-sanctioned upgrade, the Union maintains that it has occurred in the past.

Agreement. The Parties agree as follows:

- 1. CDL Incentive Payment for Certain Sewer Workers
Sewer Workers hired prior to the 2022 Revision, and who are still in the Sewer Worker classification as of the 2022 Revision ("Sewer Workers Hired Prior to the 2022 Revision"), will be eligible for a one-time lump sum CDL incentive payment of two thousand dollars (\$2,000.00) ("CDL Incentive Payment") as follows:
 - a. The opportunity to earn the CDL Incentive Payment will be available to Sewer Workers Hired Prior to the 2022 Revision for a twenty-four (24) month window after the effective date of this LOA.
 - b. A Sewer Worker Hired Prior to the 2022 Revision:
 - i. Who either has a valid CDL or completes all necessary steps and provides proof to management that they have obtained a valid CDL within the twenty-four (24) month window; and
 - ii. Who agrees to maintain the CDL throughout the remaining time they are a Sewer Worker so as to drive City vehicles requiring a CDL as a condition of employment as a Sewer Worker;
 - iii. Will receive the CDL Incentive Payment in the second pay period following their providing management with proof that they have a valid CDL.

