

# LETTER OF AGREEMENT

By and Between

**CITY OF TACOMA**

And

**TEAMSTERS LOCAL UNION NO. 117**

Affiliated with the

**International Brotherhood of Teamsters**

**(Representing Solid Waste Heavy Equipment Operators)**

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**Re: Heavy Equipment Operator AOR of 5% When Training at Solid Waste**

This Letter of Agreement, made effective as of the date of signing, is entered into by and between the City of Tacoma, referred to as the "City" and Teamsters Local No. 117, referred to as the "Union", collectively referred to as the "Parties".

The Parties agree to amend and modify the Collective Bargaining Agreement dated 2011-2014 as follows:

A Heavy Equipment Operator, working at the Solid Waste Division of the Environmental Services Department, who is scheduled to train either a Solid Waste worker or an Equipment Operator on specialized Solid Waste equipment such as, Front End/Wheel Loader, Bulldozer, Backhoe, Scraper, Excavator, Street Sweeper, Pan/Disc Refiner or Material Handler, shall receive five percent (5%) over their base wage.

Management will continue to hire an outside trainer to provide basic training when needed.

The application of rate will be paid for actual hours worked.

Any dispute as to the implementation and utilization of this agreement will be handled in accordance with the Parties' Collective Bargaining Agreement grievance and arbitration procedures.

This Letter of Agreement is not to be used as a precedent with respect to any other contracts for any other divisions or departments of the City nor by other employees represented by this Union.

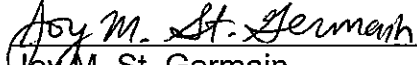
Letter of Agreement  
Between City of Tacoma  
And Teamsters Local Union No. 117, IBT  
(Solid Waste Heavy Equipment Operators)  
Re: Heavy Equipment Operator AOR of 5% When Training  
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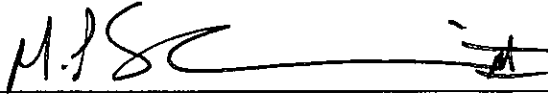
All other terms and condition of the Collective Bargaining Agreement shall remain the same. This Letter of Agreement shall expire with the term of the current Collective Bargaining Agreement, 2011-2014.

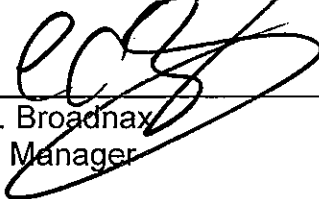
**FOR TEAMSTERS LOCAL NO. 117:**

  
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Tracey A. Thompson                      Date  
Secretary-Treasurer                      12/21/13


**FOR THE CITY OF TACOMA:**

  
\_\_\_\_\_  
Joy M. St. Germain                      Date  
Human Resources Director                      12/31/2013

  
\_\_\_\_\_  
Michael P. Slevin III, P.E.                      Date  
Environmental Services Director                      6 JAN 14

  
\_\_\_\_\_  
T.C. Broadnax                      Date  
City Manager                      1/8/14

Approved as to form:

  
\_\_\_\_\_  
Cheryl Comer                      Date  
Deputy City Attorney                      1-7-14