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:

- 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 twentyfour (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.

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- c. The City shall pay the cost for an employee to obtain necessary CDL training one time during the twenty-four (24) month window.
- d. City policies and all applicable federal and state law requirements regarding employees with CDLs who drive a City of Tacoma vehicle requiring a CDL will apply to employees who meet the requirements as outlined above and who receive the CDL Incentive Payment pursuant to this LOA, including but not limited to alcohol and substance abuse testing requirements.

2. New Application of Rate for Sewer Workers

In full resolution of the dispute between the Parties regarding whether in the past qualified Sewer Workers have received an upgrade for driving a City vehicle that requires a CDL, the Parties have negotiated an additional last paragraph to the Collective Bargaining Agreement, Article 14, Hours of Work and Overtime, Section 14.9.D, as follows:

On a daily basis, based on business necessity, management may upgrade a qualified Sewer Worker to perform Sewer Equipment Operator ("SEO") work by driving a City vehicle that requires a Commercial Driver's License ("CDL") from one location to another for a minimum of one-half (1/2) hour or actual driving hours, whichever is greater. Such upgrade shall be paid at the first step in the SEO pay range that results in an increase of at least five percent (5%) or to the top step of the range, whichever is less. This upgrade shall be separate from and in addition to the upgrade qualified Sewer Workers on the upgrade list are eligible to receive to operate a vehicle requiring a CDL.

This additional language shall expire as of the expiration date of the successor agreement to the Parties' current collective bargaining agreement dated 2018-2021.

This LOA shall be effective as of the date all signatories below have signed this Agreement. This shall also be the effective date of the Sewer Worker job classification revisions and the start date for the twenty-four month window for Sewer Workers hired prior to the revisions to receive the CDL Incentive Payment referenced herein. Nothing in this LOA is intended to be used as a precedent for future contract negotiations or other similar matters.

For Teamsters Local 313:		For the City of Tacoma:	
Kalul Smehll			
Robert A. McDonald	Date	Elizabeth Pauli	Date
Secretary-Treasurer		City Manager	
Jana Amurd			
Terra Ament	Date	Michael P. Slevin III, P.E.	Date
Business Representative		Director, Environmental Services De	partment
		Dylan Carlson	Date
		Senior Labor Relations Manager	
		Approved as to form:	
		Cheryl Comer	Date
		Deputy City Attorney	