

**Letter of Agreement  
By and Between  
The City of Sunnyside, Public Works  
And  
Teamsters Local Union # 760  
(Effective upon last signing party)**

The parties hereby agree to the following modifications to Article 17 and Article 20 of the Public Works collective bargaining agreement, in full force and effect January 1, 2018 thru December 31, 2020, as outlined in this Letter of Agreement. All other terms and conditions of the Public Work's contract shall apply, unless noted herein.

**ARTICLE 17 - HEALTH CARE BENEFIT PROGRAMS**

17.1 The employer currently provides the following medical, dental, and vision coverage for all eligible:

Medical - Washington Teamsters Plan "A"  
Dental - Washington Teamsters Plan "B"  
Vision - Washington Teamsters Pan "EXT"

It is understood that the employer shall make an annual determination of which insurer provides the best and most cost-effective coverage for medical, dental, and vision coverage that will provide equivalent coverage as currently provided but is not required to obtain said coverage from the current provider. It is also understood that the current provider may at their option choose not to provide coverage at the conclusion of any contract year and that employer shall then seek to obtain substantially equivalent coverage from another provider.

17.1.1 Eligibility threshold for Washington Teamsters Welfare Trust medical insurance requiring an employer contribution shall be for each Regular Full-time, Regular Part-time employee who has eighty (80) compensable hours in the previous month. Compensable hours include, but are not limited to regular hours, overtime, vacation, sick, holiday and severance pay.

The contributions due from the Employer and the Employee as follows:

Year	Plans	Employer Share	Employee Share	Total Cost
2017	<b>TOTALS</b>	<b>\$1,228.51</b>	<b>\$241.55</b>	<b>\$1,469.80</b>
2018	<b>TOTALS</b>	<b>\$1,260.51</b>	<b>\$241.55</b>	<b>\$1,469.80</b>
2019	<b>TOTALS</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
2020	<b>TOTALS</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>

Effective January 1, 2015, the Employer and the Employee shall split (75% Employer / 25% Employee) any increased cost of premiums for medical, dental or vision insurance for the term of this Agreement.

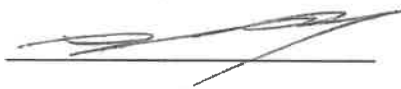
- 17.2 Each employee has been provided a copy of this labor agreement, and current copies of the benefit booklet for each health care coverage named in Section 17.1 above. It is the responsibility of the employee to read these health care booklets, to determine when he will become eligible for each benefit. In the event an employee should have a month go by in which he is not compensated for the required number of hours for the City to pay his premium, it is the employee's responsibility to immediately contact the Local Union office to determine which of the benefits allow self-payments to continue the coverage for him and family. If an employee misplaces any of the booklets he should contact the Local Union office for a replacement copy.

**ARTICLE 20 - RETIREMENT CONTRIBUTION-INDUSTRIAL ACCIDENT INSURANCE OASI-SUPPLEMENTAL PENSION PLAN**

- 20.1 The City shall pay into the appropriate employee retirement program, Industrial Insurance and OASI as required, and at the prescribed rate, by law.
- 20.2 The bargaining unit members pre-tax wages shall be reduced each month by the amounts paid on account of each member pursuant to sections 20.2.2 and 20.2.3 hereof. The Employer is not obligated to make any contributions beyond the amounts by which the contractual wage rates are reduced now or in the future.
- 20.2.1 In lieu of an identical amount of pre-tax wages of each bargaining unit member, the Employer shall pay each month into the Western Conference of Teamsters Pension Trust Fund the below referenced amounts on account of each bargaining unit member for every hour for which compensation was paid up to a maximum of 2080 hour per year, said amount to be computed monthly. (Effective January 1, 2017, based on December hours, fifteen cents (\$.15) an hour will be diverted from the employee's wages to the Western Conference of Teamsters Pension Trust, total contribution will be two dollars and zero cents (\$2.00) per compensable hour).
- 20.2.2 Effective January 1, 2018, the City shall pay fifty cents (\$0.50) per compensable hour into the Western Conference of Teamsters Pension Trust, on account of each bargaining unit member for every hour in which compensation was paid, up to a maximum of 2,080 hours per year. Said amount shall be computed monthly.
- Effective January 1, 2018 an additional twenty-five cents (\$0.25) per compensable hour will be diverted from the employee's wages to the Western Conference of Teamsters Pension Trust, up to a maximum of 2,080 hours per year. Said amount shall be computed monthly. For a Total Contribution rate of two dollars and seventy-five cents (\$2.75).
- 20.2.3 Effective January 1, 2019, the City shall pay an additional twenty-five cents (\$0.25) per compensable hour into the Western Conference of Teamsters Pension Trust, on account of each bargaining unit member for every hour in which compensation was paid, up to a maximum of 2,080 hours per year. Said amount shall be computed monthly.
- Effective January 1, 2019 an additional twenty-five cents (\$0.25) per compensable hour will be diverted from the employee's wages to the Western Conference of Teamsters Pension Trust, up to a maximum of 2,080 hours per year. Said amount shall be computed monthly. For a Total Contribution rate of three dollars and twenty-five cents (\$3.25)
- 20.2.4 The employees covered by this Agreement may in November, upon majority vote by secret ballot, elect to divert an additional specified amount from wages into the

Western Conference of Teamsters Pension Trust Fund for each contract year. Such election will be effective January 1 of the following year. This may take place each year, for the term of the Agreement. Such election of diversion of wages shall not require any additional contributions by the Employer, other than the amounts listed above.

Dated this 7 day of AUG, 2018.



City Manager  
City of Sunnyside



Secretary-Treasurer  
Teamsters Local Union No.760

CITY CONTRACT NO: A-2018-90  
RESOLUTION NO: X  
COUNCIL MTG: X