

RESOLUTION NO. 19-55

**CITY OF MILLBRAE, COUNTY OF SAN MATEO
STATE OF CALIFORNIA**

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILLBRAE
ADOPTING A TENTATIVE AGREEMENT ON A SUCCESSOR
MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF
MILLBRAE AND THE TEAMSTERS LOCAL 856 SANITATION UNIT
EFFECTIVE JULY 1, 2019 THROUGH JUNE 30, 2020**

WHEREAS, the City of Millbrae is required by law to meet and confer with employee organizations for the purpose of establishing salaries, benefits and working conditions; and

WHEREAS, the City has met and conferred with the Sanitation Unit of Teamsters Local 856 and has reached a Tentative Agreement on a Successor Memorandum of Understanding; and

WHEREAS, the Tentative Agreement on a Successor Memorandum of Understanding is within the parameters authorized by the City Council; and

WHEREAS, a copy of the Tentative Agreement on a Successor Memorandum of Understanding is attached as Exhibit A detailing the terms, conditions and compensation for members of the Millbrae Sanitation Unit of Teamsters Local 856 effective July 1, 2019 through June 30, 2020; and

WHEREAS, effective the pay period beginning after July 1, 2019, a Wage Step F will be created. All represented employees currently in Step E for 12 months or longer are eligible for Step F effective the pay period beginning after July 1, 2019. Represented employees at Step E for less than 12 months are eligible for Step F after one year at Step E and satisfactory evaluation; and

WHEREAS, additional benefit modifications will be provided as outlined in Exhibit A to this resolution.


NOW, THEREFORE BE IT RESOLVED that the Tentative Agreement on a Successor Memorandum of Understanding between the City of Millbrae and the Teamsters Local 856 Sanitation Unit, effective July 1, 2019 through June 30, 2020 is hereby adopted as shown in Exhibit A (attached).

REGULARLY PASSED AND ADOPTED this 9th day of July 2019.



Mayor

ATTEST:



City Clerk

I do hereby certify that the foregoing Resolution was duly and regularly passed and adopted by the City Council of the City of Millbrae this 9th day of July 2019, by the following vote:

AYES:	COUNCILMEMBERS:	Lee, Holober, Schneider, Oliva and Papan
NOES:	COUNCILMEMBERS:	None
ABSENT:	COUNCILMEMBERS:	None
ABSTAIN:	COUNCILMEMBERS:	None
EXCUSED:	COUNCILMEMBERS:	None

Elena D. Suazo
CITY CLERK

**TENTATIVE AGREEMENT FOR SUCCESSOR MEMORANDUM OF
UNDERSTANDING**

Between

CITY OF MILLBRAE

And

TEAMSTERS UNION, LOCAL 856, AFL-CIO

SANITATION UNIT

FOR THE TERM OF

JULY 1, 2019 TO JUNE 30, 2020

The City of Millbrae ("City" or "Millbrae") and Teamsters Union Local 856 ("Union" or "Local 856") enter into this Successor Memorandum of Understanding ("MOU") pursuant to the Meyers-Milias-Brown Act, California Government Code Section 3500, *et seq.* Set forth below is the Tentative Agreement between the City and Local 856:

1. Health/Dental Payments:

Pursuant to Article IV, section (A), subsection (3) of the MOU, effective the first pay period following ratification by Local 856, the City will increase its additional contribution to the Teamsters Health and Welfare Trust from \$125 per month to \$220 per month. The contribution formula based upon the CalPERS Bay Area Region Kaiser Permanente, Employee plus 2 dependents, will remain in effect.

2. Retiree Medical:

Pursuant to Article IV, section (A), subsection (8) of the MOU, effective the first pay period following ratification by Local 856, the City contribution to the Teamsters Health and Welfare Trust for the funding of retiree medical will remain the same at \$120 per employee per month.

3. Wage Step:

Creation of Step F for all represented classifications (5% above Step E). Effective the first pay period beginning after July 1, 2019 and ratification of MOU, whichever is later, all represented employees currently in Step E for 12 months or longer are eligible for Step F. Represented employees at Step E for less than 12 months are eligible for Step F after one year at Step E and satisfactory evaluation.

4. Maintenance Worker II:

Creation of a new advanced classification of Maintenance Worker II to become effective the first full pay period after July 1, 2020. All processes required to create the classification shall be completed by January 30, 2020 for July 2020 implementation, this includes changing Maintenance Worker I evaluation forms to reflect that a worker has been recommended for Maintenance Worker II and is now eligible for promotion.

5. Equity Adjustments:

Equity adjustments for individual classifications will be reviewed and evaluated by the Classification and Compensation Study Committee within six months of MOU ratification. Classifications found to be below the market median, based on total compensation, will be deemed eligible for equity adjustments and by October 31, 2019, both parties shall agree to a schedule for equity adjustments with a goal to bring all classifications to the market median, using total compensation, within a reasonable period of time. This schedule shall consider economic triggers for revenue as well as costs which cannot be modified by the City such as healthcare and CalPERS pension costs and that no increases shall result in a structural deficit in the operating budget for a status quo operation when compared to Fiscal Year 2019 – 2020.

6. After Negotiations:

After negotiations, discussions will take place and result in possible side letter agreement(s) or changes to MOU to include but not limited to the following:

- Jury Duty.
- Probationary periods and required certifications.
- Edits to MOU regarding Union Security, New Employee Orientation, access and resolving other structural differences between the two.
- Resolving structural differences between the two MOU's including holidays.
- Identify work week in MOU's for FLSA purposes. Clarify other language related to FLSA to ensure compliance.

- Clean up of uniform allowance vs. uniform reimbursement subject to PERS and other reporting requirements.
- Clean up and clarify language regarding employee requested transfers between departments.
- Improved notification requirements for changes to medical benefits for Teamster's employees.
- Address tax implications of non-pay items such as cellular phones, mileage reimbursements.

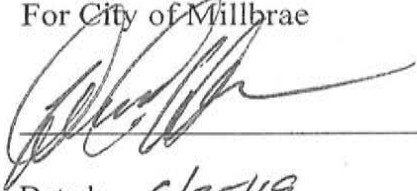
Paid lunch for Sanitation this is a cost equivalent to 0.5 employee.

7. Continuation Of All Other Terms Of The MOU:

All other articles, terms and conditions of the 2015-2018 Memorandum of Understanding will continue in full force and effect until a new Memorandum of Understanding takes effect.

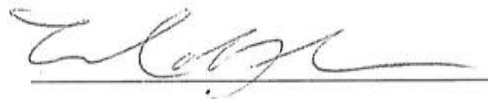
This Tentative Agreement is subject to the approval of the City Council.

For City of Millbrae



Dated: 6/25/19

For Teamsters Union, Local 856, AFL-CIO



Dated: 6/25/19