

LETTER OF UNDERSTANDING
CITY OF BELLEVUE
And
PUBLIC, PROFESSIONAL & OFFICE CLERICAL EMPLOYEES
AND DRIVERS, TEAMSTERS LOCAL 763

This Letter of Understanding (LOU) supplements the 2010 – 2014 AGREEMENT by and between the CITY OF BELLEVUE, hereinafter referred to as the “Employer” and the PUBLIC, PROFESSIONAL & OFFICE CLERICAL EMPLOYEES AND DRIVERS, TEAMSTERS LOCAL 763 hereinafter referred to as the “Union”.

The purpose of this Letter of Understanding (LOU) is to clarify Wage/Step placement for Temporary and 1040 employees as referenced in the parties collective bargaining agreement in Sections A.8 – A.8.1 of Appendix “A” (hereinafter “A.8”).

Whereas A.8 sets forth wage steps for temporary and 1040 maintenance employees; and

Whereas, a dispute has arisen between the Union and the City as to criteria for movement between those steps; and

Whereas, the parties have clarified their intent and wish to resolve any differences on this subject;

Now therefore, the parties agree to the following LOU:

A. Definitions:

Initial Hire: The first time hired by the City of Bellevue as a temporary or 1040 employee or rehired in as a temporary or 1040 employee after at least a twelve month separation from service.

Rehired: An employee returning to a temporary or 1040 bargaining unit position with less than a twelve month break in service.

Term of employment: Between the beginning and ending dates of a period of continuous employment without separation.

B. Placement in Pay Range/Step Criteria:

1. Upon initial hiring, Employer shall determine placement.

2. Upon rehire:

a. A temporary or 1040 employee cannot receive more than one step increase within a continuous twelve month period counted from his/her initial hire.

b. Movement to the next higher step shall occur when the rehired temporary or 1040 employee worked at least six month in the preceding term of

employment or upon working a total of six months in the preceding and current term of employment.

- c. 1040 employees who do not separate from service will be placed in the next higher step upon completing twelve months of service.

C. Retroactive Application of this LOU:

- 1. Employees assigned to the same step in calendar year 2012 that they held in 2011, and who were active on the City's payroll system on September 27, 2012, will be placed in the next higher step retroactive to January 1, 2012 or their first date of employment in 2012. This retroactive step placement will not affect the criteria for step movement in B.2.
- 2. Employees who were rehired in 2012 in a higher step than when previously employed or who were initially hired in 2012 will not be eligible for a retroactive higher step placement.

D. This LOU and A.8 through A.8.3 and no other Sections of Appendix A, apply to temporary and 1040 employees.

E. This LOU shall become effective on the last date signed below.


Public, Professional & Office Clerical
Employees And Drivers,
Teamsters Local 763

City of Bellevue

By:


Scott Sullivan, Secretary-Treasurer

By:


Deputy City Manager

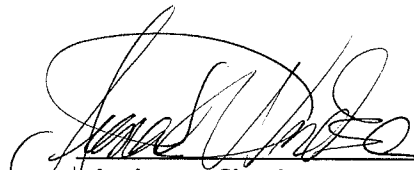
Date:

12-10-12

Date:

12-14-12

Approved as to Form:


Assistant City Attorney