

MEMORANDUM OF UNDERSTANDING

BETWEEN

LABORERS' LOCAL 860 AND CITY OF BEACHWOOD

WHEREFORE the Union filed a class action grievance alleging the City breached the parties' agreement in failing to pay the \$2,200 uniform allowance in bargaining unit members' hourly rate and utilize it in calculating applicable PERS contributions;

WHEREFORE the parties now desire to resolve the grievance; and

NOW THEREFORE, the parties have reached a tentative agreement amending the parties' collective bargaining agreement as follows:

1. The City agrees to pay each bargaining unit member a \$1,500 uniform allowance in 26 payments of \$57.70.
2. The City agrees to pay each bargaining unit employee an additional \$.34 per hour as CDL/Janitor pay, effective April 15, 2018.
3. The additional compensation paid to employees under paragraph two (2) shall be utilized for purposes of calculating overtime and applicable PERS contributions effective April 15, 2018. The City will pay employees a retroactive check within two (2) weeks of the ratification of this agreement.
4. The Union acknowledges that the uniform allowance will not be utilized for purposes of calculating overtime or PERS contributions.

This Memorandum of Understanding shall become effective and binding on the parties when it is ratified by the Union and City Council.

CITY OF BEACHWOOD:

Martin SAH 11/13/18

LABORERS' LOCAL 860

Ray D. Decker  
(Boss Mgr - See Traces) 11-15-18

APPROVED AS TO FORM

David A. Callea 11-6-18

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