

MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF CORAL GABLES & TEAMSTERS LOCAL UNION 769

This Memorandum of Understanding (“MOU”) is entered this ____ day of _____, 2015, between the City of Coral Gables, Florida (the “City”), and the Teamsters Local Union 769 (the “Union”). The City and the Union shall collectively be referred to as the “Parties.”

WHEREAS, on June 24, 2014, the Parties entered into a collective bargaining agreement for the period of October 1, 2013, through September 30, 2015 (the “CBA”);

WHEREAS, Article 8 of the CBA provides, in pertinent part, that the “City agrees to pay up to \$712.01 per month per employee towards the cost of the group health insurance premium for employee coverage only[.]” Currently, the City provides a monthly subsidy in the amount of \$710.12 per employee for those employees enrolled in the City’s group health insurance;

WHEREAS, the City’s group health insurance, Florida Blue, is increasing premiums by 10%, and the cost of the monthly group health insurance premium is increasing as of October 1, 2015, to \$781.14 per month per enrolled employee;

WHEREAS, Article 34 of the CBA provides, in pertinent part, that “[n]otwithstanding the cost-sharing provisions of section 50-29(a) of the City Code, the employee contribution for bargaining unit employees shall be . . . 15% of total earnings beginning September 30, 2014, for a period not to exceed one (1) year, at which time the employee contribution shall be determined in accordance with section 50-29(a) of the City Code.”

WHEREAS, pursuant to the annual plan evaluation, the employee contribution as determined in accordance with section 50-29(a) of the City Code will be 26.42% of total earnings beginning October 1, 2015;

WHEREAS, the City and the Teamsters are presently in negotiations for a successor collective bargaining agreement;

WHEREAS, the City, in good faith and as a caring partner, offered to cover the additional increase in the monthly employee only group health premium, offered to contribute an amount towards dependent coverage, and offered to maintain the employee pension contribution at 15% for a period of time not to exceed September 30, 2016; and,

WHEREAS, the Teamsters have accepted the City’s offer contingent upon this MOU being ratified by the bargaining unit.

NOW, THEREFORE, the Parties agree as follows:

1. Paragraph 4, Article 8 of the CBA will be modified as follows:

4. The City, at any time and in its sole discretion, may alter, and/or modify any or all terms, conditions, benefits, costs, requirements, and/or any other aspect whatsoever, including the providers and/or administrators, of the health, dental, and life insurance plans provided hereunder. However, notwithstanding the forgoing, the City agrees to pay ~~\$712.04~~ up to \$781.14 per month per employee towards the cost of the group health premium for employee coverage only and 100% of the life insurance premium (currently provided by the City) for the employee coverage only. Effective October 1, 2015, the City shall also subsidize 50% of dependent coverage up to an amount not to exceed \$284.33 per month for Employee and Spouse, \$220.28 per month for Employee and Child(ren), and \$404.23 per month for Employee and Family for employees who receive dependent health coverage. Employees will be responsible for any other amounts due for health coverage.

2. Paragraph 1.c., Article 34 of the CBA will be modified as follows:

1. * * *

c. Notwithstanding the cost-sharing provisions of section 50-29(a) of the City Code, the employee contribution for bargaining unit employees shall be 17% of total earnings beginning September 30, 2013, until September 29, 2014, and 15% of total earnings beginning September 30, 2014, until September 30, 2016, for a period not to exceed one (1) year, at which time the employee contribution shall be determined in accordance with section 50-29(a) of the City Code.

3. These changes will become effective upon ratification of the changes by both Parties.

THE CITY OF CORAL GABLES

**TLU LOCAL 769, INTERNATIONAL
BROTHERHOOD OF TEAMSTERS**

Cathy Swanson-Rivenbark, City Manager

Mike Scott, President

Attest

Walter Foeman, City Clerk

Josh Zivalich, Secretary-Treasurer

Approved as to Legal Form and Sufficiency:

Craig E. Leen, Esquire, City Attorney