

**MEMORANDUM OF AGREEMENT
BETWEEN THE
CITY OF VANCOUVER, WA
AND THE
Joint Labor Coalition (“Union”)**

This Memorandum of Understanding (“MOU”) is made between the City of Vancouver (“City”) and the Joint Labor Coalition (“Union”), with the intent to allow proper communication between the parties listed above; and in accordance with Article 1/Recognition and the Bargaining Unit within the Collective Bargaining Agreement.

It is mutually agreed by all parties that due to the changes to the Commute Trip Reduction Program and the benefits associated with this program. In order to provide the most favorable benefits to all city employees, the following adjustment should be made to Article (20.3):

Commute Trip Reduction – The City participates in a Commute Trip Reduction (CTR) program and encourages employees to use alternate modes of transportation to get to and from work. For employees who use alternate modes of transportation for their work commute at least 50% of their scheduled work time (based on mandatory monthly self-reporting), the employee may choose one of the following benefits the City will provide:

- a. a monthly cash incentive in the amount of at least \$25 for commute trips by bicycle, e-bike, carpool, transit, train, vanpool, walk, electric or kick scooter, and skate; or
- b. 100% of the cost of a bus pass; or
- c. the option of a vanpool and will pay a variable amount (amount depends on the numbers of participants) to participating employees.

Incentives are currently available to all participating employees, regardless of their current work location.

Because the CTR program is funded at a specific level, should the demand for incentives exceed the annual budget availability, the City may have to reconfigure incentive amounts and participation parameters. Should that situation arise, the City will meet with the Union to discuss proposed changes.

Be it further agreed that this Memorandum of Agreement shall be pursuant to the terms of Article 21/Grievance Procedure should there be any dispute regarding the interpretation and/or application of this memorandum.

Agreed this 7th day of July, 2023.

DocuSigned by:

Lisa Jakach

**Lisa Jakach, Director of Human Resources
City of Vancouver, WA**

DocuSigned by:

Carol Krohn

**Carol Krohn, I.A.M., District Lodge #W24
Cafeteria**

DocuSigned by:

Eric Holmes

**Eric Holmes, City Manager
City of Vancouver, WA**

DocuSigned by:

Walter LaChapelle

**Walter LaChapelle, Teamsters, Local #58
W-026501**

DocuSigned by:

Nicholas

**Nicholas, Plumbers & Steamfitters
UA Local 290 Business Agent**