

**MEMORANDUM OF AGREEMENT
BETWEEN THE
CITY OF VANCOUVER, WA
AND THE
OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 11**

This Memorandum of Agreement is entered into between the City of Vancouver, WA and the Office & Professional Employees International Union, Local 11 (AFL-CIO), with the intent to allow proper communication between the parties listed above; and in accordance with Article 21/Mileage Reimbursement within the Bargaining Unit within the Collective Bargaining Agreement.

BACKGROUND: The City of Vancouver participates in a Commute Trip Reduction (CTR) Program and encourages bargaining unit employees to use an alternate mode of transportation to get to and from work.

It is mutually agreed by all parties that due to the recent changes to the Commute Trip Reduction Program and the benefits associated with this program bargaining unit employees who use alternate modes of transportation for their work commute at least fifty percent (50%) of their scheduled work time which is based on mandatory monthly reporting, the bargaining unit employee may choose to receive the following benefit;

- A. a monthly cash incentive in the amount of at least twenty-five dollars (\$25) for commute trips by bicycle, e-bike, carpool, transit, train, vanpool, walk, electric or kick scooter, and skate; or
- B. One hundred percent (100%) of the cost of a bus pass; or
- C. The option of a vanpool and will pay a variable amount to participating employee's dependent upon the number of participants.

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

It is further agreed that 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 and should this 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 22/Grievance Procedure should there be any dispute regarding the interpretation and/or application of this memorandum.

Dated this 9 day of June, 2023

DocuSigned by:
Lisa Sakach
Lisa Sakach, Director of Human Resources
City of Vancouver, WA

Howard Bell
Howard Bell, Executive Secretary-Treasurer
OPEIU Local 11

DocuSigned by:
Lisa Brandt
Lisa Brandt, Deputy City Manager
City of Vancouver, WA

Chryssell
Chryssell Russell, Union Representative
OPEIU Local 11