

LETTER OF AGREEMENT
by and between
RABANCO Ltd. dba Allied Waste Services of Seattle/Republic Services of Seattle
Dawson Street (Seattle) Facility
and
RABANCO Ltd. dba Allied Waste Services of Bellevue/Republic Service of Bellevue
(Bellevue Facility)
and
PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS
LOCAL UNION NO. 763

January 1, 2013 through December 31, 2016

THIS APPENDIX is supplemental to the AGREEMENT by and between RABANCO Ltd. dba Allied Waste Services of Seattle/Republic Services of Seattle, Dawson Street (Seattle) Facility and RABANCO Ltd. dba Allied Waste Services of Bellevue/Republic Services of Bellevue (Bellevue Facility), hereinafter referred to as the Employer, and PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS LOCAL UNION NO. 763, affiliated with the International Brotherhood of Teamsters, hereunder referred to as the Union.

A.1 The classifications of work and the hourly rate of pay for those classifications covered by this Agreement shall be as follows:

<u>CLASSIFICATION</u>	<u>HOURS OF SERVICE*</u>	<u>HOURLY RATES OF PAY AND EFFECTIVE DATES</u>
		1/1/14
Service Technician**	00 – 800	70% of full rate
	801 – 1600	80% of full rate
	1601 – 2400	90% of full rate
	2401 +	\$21.79
Washer*** Painter (Seattle)	00 – 800	70% of full rate
	801 – 1600	80% of full rate
	1601 – 2400	90% of full rate
	2401 +	\$16.96

The changes made to the rates of pay reflect a thirty-seven cent (\$.37) increase to the "full rate" for Washer/Painter and a sixty-two cent (\$.62) increase to the "full rate" for Service Technician.

* Includes overtime hours

** Duties include incidental tire service and other assigned duties

*** Includes truck washing and toter/container washing

These break-in rates may be accelerated at the discretion of the Employer.

- A.1.1 In addition to what may be provided for in Section 10.1.3, Service Technicians shall receive twenty-five cents (\$.25) per hour added to the top rate January 1, 2014, 2015, and 2016.
- A.2 Tool Allowance – Employees in the classification of Service Technician shall receive a premium of twenty cents (\$.20) per hour above the hourly rates of pay set forth within Section A.1.
- A.3 The wage rates set forth in this Article are intended only to be the minimum wage rates the Employer is obligated to pay. Nothing contained in this Agreement shall preclude the Employer from paying more than these minimum wage rates or establishing incentives (such as safety or quality improvement) at its sole discretion. Institution of an over scale rate or incentive does not guarantee its continuity by the Employer.

PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS LOCAL UNION NO. 763, affiliated with the International Brotherhood of Teamsters

RABANCO Ltd. dba ALLIED WASTE SERVICES OF SEATTLE/REPUBLIC SERVICES OF SEATTLE (Seattle Facility)

RABANCO Ltd. dba ALLIED WASTE SERVICES OF BELLEVUE/REPUBLIC SERVICES OF BELLEVUE (Bellevue Facility)

By Scott A. Sullivan
Scott A. Sullivan, Secretary-Treasurer

By Mike Huycke
Mike Huycke, Northwest Area President

Date 11-27-13

Date 11/21/13

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January 1, 2013 through December 31, 2016

Pursuant to Article 10.1.3 the following represents changes to the 2013–2016 Labor Agreements.

10.1.1 Effective January 1, 2014, based upon the previous month's hours, the Employer shall pay into the following employee Benefit Trust Funds, the amounts required on behalf of each employee with seniority that was compensated eighty (80) hours or more in the month preceding the month in which the contribution is due, the total of \$1,237.22, for the following benefit package:

Washington Teamsters Welfare Trust (Plan B)	\$1,059.42
Employee Time Loss Plan E \$500/wk.....	\$21.00
An Additional nine (9) month Waiver of Premium	\$11.40
Washington Teamsters Welfare Trust (Dental Plan A)	\$130.50
Washington Teamsters Welfare Trust (Extended Vision Plan).....	\$14.90
	\$1,237.22

11.1 Effective January 1, 2014 based upon the previous month's hours, the Employer shall pay four dollars and forty-seven cents (\$4.47) into the Western Conference of Teamsters Pension Trust Fund for each member of the bargaining unit with seniority and all other employees not subject to the reduced rate as described in Section 11.1.1 compensable straight-time hours, to a maximum of one hundred eighty four (184) per calendar month.

11.2 Effective January 1, 2014 based upon the previous month's hours, the contribution to the Western Conference of Teamsters Pension Trust Fund on behalf of employees with seniority and all other employees not subject to the reduced rate shall be twenty-nine cents (\$.29) to provide the Program for Enhanced Early Retirement (PEER 84). This contribution shall be paid on the same basis as contributions for the Basic Plan provided for in Section 11.1. The total contribution to the Western Conference of Teamsters Pension Trust Fund shall be four dollars and seventy-six cents (\$4.76) per hour. The contributions required to provide the PEER 84 Plan will not be taken into consideration for benefit accrual purposes under the Basic Plan. The additional contribution for PEER 84 must at all times be six point five percent (6.5%) of the Basic Plan contribution and cannot be decreased or discontinued at anytime.

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