

RESOLUTION 2012-U

A RESOLUTION OF THE COUNCIL OF THE TOWN OF EATONVILLE APPROVING AND RATIFYING A LETTER OF UNDERSTANDING WITH THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 483, ADDRESSING A ONE-YEAR REDUCTION OF BASE WAGES FOR THE TOWN OF EATONVILLE'S EMPLOYEES

WHEREAS, the International Brotherhood of Electrical Workers, Local 483, (IBEW) is the bargaining unit for the Town's employees;

WHEREAS, IBEW agreed on November 15, 2011, to a Letter of Understanding (LOU) addressing the base wages to be paid to Town employees who are IBEW members for the calendar year of 2012;

NOW, THEREFORE,

BE IT RESOLVED BY THE COUNCIL OF THE TOWN OF EATONVILLE AS FOLLOWS:

Section 1. The Town Council hereby ratifies the Mayor's execution of the Letter of Understanding with the International Brotherhood of Electrical Workers, Local 483 (hereinafter "IBEW"), which is attached hereto and incorporated herein by reference, and said ratification shall be construed to represent the Council's authorization from the date on which the Mayor executed said Letter of Understanding.

Section 2. If the ratification described in Section 1 shall be adjudged by any court of competent jurisdiction to be invalid, then the Mayor is hereby authorized to execute a Letter of Understanding with IBEW containing the same substantive terms as the Letter of Understanding attached hereto, including a term that gives said LOU retroactive effect to January 1, 2012.

Passed by the Council of the Town of Eatonville at a regular meeting this _____ day of April, 2012.

Ray Harper, Mayor

ATTEST:

Chrystal McGlone, Town Clerk

APPROVED AS TO FORM:

Town Attorney

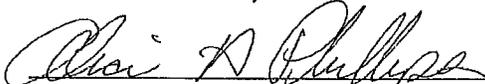
LETTER OF AGREEMENT
Between
THE TOWN OF EATONVILLE
And
INTERNATIONAL BROTHERHOOD of
ELECTRICAL WORKERS, LOCAL 483
November 15, 2011

The Town of Eatonville and International Brotherhood of Electrical Workers, Local 483, agree to enter into this Letter of Agreement to document the terms and conditions of a one (1) year reduction in the base wage for the employees at the Town of Eatonville. The following conditions shall apply:

- A three (3%) percent reduction in the base wage rate will commence January 1, 2012 and will end December 31, 2012.
- All base wage rates will return to the negotiated 2011 rate of pay beginning with the first pay period of 2013.
- All step increases shall remain in effect during 2012 and will be given on a percentage adjusted amount. For example: If a step increase is 5% it will be 5% of the 2012 rate but will return to the normal amount in 2013.
- All employees will receive 5.2 hours of paid leave time for each month of the pay reduction. These hours will be held in a bank separate from vacation and will not be subject to vacation cash out provisions. Employees shall have until December 31, 2013 to utilize this leave bank or it will be lost.
- Any retirement benefit calculation will be based upon the regular 2011 rate of pay and not the reduced 2012 amount.

It is agreed that this is a one (1) year agreement which shall expire on December 31, 2012.

For: Local 483, International Brotherhood of Electrical Workers



Alice A. Phillips, Business Manager

11/15/2011
Date

For: The Town of Eatonville



Ray Harper, Mayor

11/21/2011
Date