

AGREEMENT

By and Between

RECOLOGY ~~CLEANSCAPES~~ KING COUNTY INC.

And

~~CLEANSCAPES~~ KING COUNTY INC. d/b/a **STREETSCAPES**

And

RECOLOGY ~~CLEANSCAPES~~ KING COUNTY INC. **RECYCLE CENTER**

And

GENERAL TEAMSTERS LOCAL UNION NO. 174

**Affiliated With The
International Brotherhood of Teamsters**

This Agreement by and between Recology ~~CleanScapes~~ King County Inc., ~~CleanScapes~~ King County Inc. d/b/a StreetScapes and Recology ~~CleanScapes~~ King County Inc. Recycle Center (hereinafter collectively referred to as the "Employer") and General Teamsters Local Union No. 174, affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (hereinafter "the Union "), shall be effective commencing ~~December 5, 2015~~ April 1, 2021 and shall continue in force and effect through March 31, ~~2021~~ 2026, and also thereafter, on a year to year basis, by automatic renewal. Provided, however, for the purpose of negotiating alterations in wages and other terms and conditions of employment, either party may open this Agreement or any contract effectuated through automatic renewal by giving written "Notice of Opening" not later than sixty (60) days nor more than ninety (90) days prior to the expiration date. "Notice of Opening" is nowise intended as "Notice of Termination".
(T/A – 3/26/21)

If this Agreement is "opened" for alterations of wages or other terms and conditions as provided for above, and no renewal Agreement is reached, then this Agreement shall remain in full force and effect, subject to termination by either party at any time upon written ten (10) days notice to the other party.

ARTICLE 10 - SCALE OF WAGES

10.01 **Classifications and Rates of Pay.**

Waste Reduction Specialists (WRS)

April 1, 2015	Top Rate \$30.09
December 5, 2015	Top Rate \$30.84
April 1, 2017	Top Rate \$31.59
April 1, 2018	Top Rate \$32.59
April 1, 2019	Top Rate \$33.34
April 1, 2020 Current	Top Rate \$34.34

(T/A – 3/26/21)

Waste Reduction Specialists (WRS)

Current	\$34.34
April 1, 2021	\$35.59
April 1, 2022	\$36.59
April 1, 2023	\$37.84
April 1, 2024	\$39.09
April 1, 2025	\$40.10

WRS employees will be provided an opportunity to move into an Ops Control, **Operations Data Analyst, Data Quality and GIS Specialist**, Container Delivery, **Driver Assistant**, StreetScapes or MRF position, if qualified, prior to hiring an employee off the street based on their Company seniority date.
(T/A – 3/25/21)

Container Delivery (CD)

April 1, 2015	\$24.60
December 5, 2015	\$25.35
April 1, 2017	\$26.10
April 1, 2018	\$27.10
April 1, 2019	\$27.85
April 1, 2020	\$28.85

(T/A – 3/26/21)

Container Delivery (CD)

Current	\$28.85
April 1, 2021	\$30.25
April 1, 2022	\$31.10
April 1, 2023	\$32.35
April 1, 2024	\$33.60
April 1, 2025	\$34.61

Container Delivery employees who perform work as a lugger shall be compensated at the roll-off rate of pay for the entire day or days. Any continuation of this work shall result in a bid being posted and awarded to the most senior WRS employee by Company seniority within two (2) weeks.

Container Delivery employees will be provided an opportunity to move into a WRS, **Driver Assistant**, StreetScapes, Ops Control, **Operations Data Analyst, Data Quality and GIS Specialist** or MRF position, if qualified, prior to hiring an employee off the street based on their Company seniority date.
(T/A – 3/25/21)

Driver Assistants (85%) WRS Top Rate

Current	\$27.47
April 1, 2021	\$30.25
April 1, 2022	\$31.10
April 1, 2023	\$32.16
April 1, 2024	\$33.23
April 1, 2025	\$34.09

(T/A – 3/26/21)

Driver Assistant employees will be provided an opportunity to move into a WRS, StreetScapes, Ops Control, Operations Data Analyst, Data Quality and GIS Specialist or MRF position, if qualified, prior to hiring an employee off the street based on their Company seniority date.

(T/A – 3/25/21)

Operations Controllers — Top Rate

Current Drivers Top Rate (Plus 5%)	
April 1, 2015	\$31.59
December 5, 2015	\$32.38
April 1, 2017	\$33.17
April 1, 2018	\$34.22
April 1, 2019	\$35.01
April 1, 2020	\$36.06

(T/A – 3/26/21)

Operations Controllers Top Rate

Current Drivers Top Rate (Plus 10%)	
Current	\$36.06
April 1, 2021	\$35.59
April 1, 2022	\$36.59
April 1, 2023	\$37.84
April 1, 2024	\$39.09
April 1, 2025	\$40.10

Data Quality Specialists

Current	\$27.28
April 1, 2021	\$28.53
April 1, 2022	\$29.53
April 1, 2023	\$30.53
April 1, 2024	\$31.53
April 1, 2025	\$32.54

(T/A – 3/26/21)

Operations Data Analysts

Current	\$25.27
April 1, 2021	\$27.27
April 1, 2022	\$28.27
April 1, 2023	\$29.27
April 1, 2024	\$30.27
April 1, 2025	\$31.28

(T/A – 3/26/21)

GIS Specialists

Current	\$21.50
April 1, 2021	\$23.50
April 1, 2022	\$24.50
April 1, 2023	\$25.50
April 1, 2024	\$26.50
April 1, 2025	\$27.51

(T/A – 3/26/21)

Operations Data Analyst, Data Quality and GIS Specialist employees will be provided an opportunity to move into an Ops Control, Container Delivery, **Driver Assistant**, StreetScapes or MRF position, if qualified, prior to hiring an employee off the street based on their Company seniority date.

(T/A Moved from MOU and Modified – 3/25/21)

Janitorial (StreetScapes)

Current	\$16.75
December 5, 2015	\$17.25
April 1, 2017	\$18.00
April 1, 2018	\$19.00
April 1, 2019	\$19.75
April 1, 2020	\$20.75

(T/A – 3/26/21)

Janitorial (StreetScapes)

Current	\$20.75
April 1, 2021	\$22.00
April 1, 2022	\$23.00
April 1, 2023	\$24.00
April 1, 2024	\$25.00
April 1, 2025	\$26.01

Employees performing truck washing duties shall be paid a \$1.00 an hour premium during their first year on the assignment. Upon completion of one year as a truck washer, the premium shall be \$1.50 an hour. **Any truck washer or janitorial employee who drives a CDL truck on a public road shall be paid at the WRS rate of pay for all hours worked that day.** No premium shall be paid during the probationary period for new employees.

(T/A – 3/25/21)

Janitorial employees will be provided an opportunity to move into a WRS, Container Delivery, **Driver Assistant**, Ops Control, **Operations Data Analyst, Data Quality and GIS Specialist** or MRF position, if qualified, prior to hiring an employee off the street based on their Company seniority date.

(T/A – 3/25/21)

MRF (Equipment Operator)

Current	\$20.00
December 5, 2015	\$20.75
April 1, 2017	\$21.50
April 1, 2018	\$22.50
April 1, 2019	\$23.25
April 1, 2020	\$24.25

(T/A – 3/26/21)

MRF (Equipment Operator)

Current	\$24.25
April 1, 2021	\$25.50
April 1, 2022	\$26.50
April 1, 2023	\$27.50
April 1, 2024	\$28.50
April 1, 2025	\$29.50

MRF (Sorter)

Current	\$13.00
December 5, 2015	\$13.50
April 1, 2017	\$14.25
January 1, 2018	\$15.00
April 1, 2018	\$15.25
April 1, 2019	\$16.00
April 1, 2020	\$17.00

(T/A – 3/26/21)

MRF (Sorter)

Current	\$17.00
April 1, 2021	\$18.25
April 1, 2022	\$19.25
April 1, 2023	\$20.25
April 1, 2024	\$21.25
April 1, 2025	\$22.25

MRF (Weighmaster)

Current	\$16.00
December 5, 2015	\$21.75
April 1, 2017	\$22.50
April 1, 2018	\$23.50
April 1, 2019	\$24.25
April 1, 2020	\$25.25

(T/A – 3/26/21)

MRF (Weighmaster)

Current	\$25.25
April 1, 2021	\$26.50
April 1, 2022	\$27.50
April 1, 2023	\$28.50
April 1, 2024	\$29.50
April 1, 2025	\$30.50

Equipment Operator, Sorter and Weighmaster employees will be provided an opportunity to fill any openings at the MRF in a different classification prior to opening up those opportunities to other Recology ~~Cleanseapes~~ **King County Inc.** employees. In addition MRF employees shall have the opportunity to move into a WRS, Container Delivery, **Operations Data Analyst, Data Quality and GIS Specialist** or Ops Control position, if qualified, prior to hiring an employee off the street based on their Company seniority date. **Employees working at the MRF assigned to handle Universal Waste shall receive one dollar (\$1.00) per hour over their normal hourly rate for all hours that day.**

(T/A – 3/26/21)

10.02 Employees shall be paid at least two (2) times per month, with an established regular schedule of paydays.

10.03 New employees, with the exception of **Driver Assistant employees**, Janitorial employees or Sorters at the MRF, shall be paid as follows:

I	II	III	IV	V
12 mos	6 mos	12 mos	6 mos	Thereafter
80%	85%	90%	95%	Top Rate

10.03.1 The Employer will consider credit for experience in the industry, although the ultimate determination will be made by the Employer. The above scales are minimums.

10.03.2 No employee shall suffer a reduction of the hourly rate of pay as a result of transferring to a higher paid classification. They shall be plugged into the appropriate wage progression or receive the appropriate General Wage Increase for that Classification.

10.03.3 All new Operations Controllers will be placed in Step I of the progression scale in 10.03. Upon reaching Step V, operations controllers will receive driver’s top scale plus ~~five percent (5%)~~ **ten percent (10%)**.
(T/A – 3/26/21)

10.03.4 In the event a bargaining unit employee applies for and is hired by the Employer as an Operations Controller, the employee’s time in the bargaining unit shall be counted in determining placement on the above scale. An employee at top step in the driver’s scale that is hired into Operations Control will receive top rate of the Operations Controller scale.

ARTICLE 12 - HEALTH AND WELFARE, DENTAL AND VISION BENEFITS

(T/A All Article 12 – 3/26/21)

12.01 All WRS, **Driver Assistants**, Operations Controller and Container Delivery employees **who are members of the bargaining unit working under this Agreement** who have five hundred twenty (520) compensable hours or ninety (90) days of employment whichever comes first and who were compensated for eighty (80) hours in the previous month, shall ~~be eligible to~~ have contributions made on their behalf. For eligible employees, the Employer shall pay into the Washington Teamsters Welfare Trust the following:

Teamster Medical Plan A	\$1367.40	<u>\$1470.00</u>
Teamster Dental Plan A	\$ 130.50	<u>\$ 120.50</u>
Teamster Vision EXT Plan	\$ 14.90	<u>\$ 17.10</u>
Teamster Time Loss E	\$ 21.00	<u>\$ 30.00</u>
9 mo waiver	\$ 11.40	<u>\$ 11.40</u>
Life A	\$ 8.60	<u>\$ 8.60</u>
Total	\$1553.80	<u>\$1,657.60</u>

12.01.1 HEALTH AND WELFARE – Effective ~~January 1, 2016~~ **April 1, 2021, based on March 2021 hours**, the Employer agrees to pay ~~\$1553.80~~ **\$1,657.60** per month **on behalf of each member of the bargaining unit working under this Agreement** for the above listed plans as well as any increases required to maintain the above listed plans and the RWT Plus **“XL”** Plan in Section 12.01.32 below for the life of this Agreement.

12.01.2 As the only exception to the above, Janitorial (StreetScapes) employees, **Operations Data Analyst, Data Quality and GIS Specialist employees** and employees at the MRF in the classification of Equipment Operator, Sorter and Weighmaster will be covered under Teamsters Medical Plan ~~Z~~ **B**. All other benefits contained in this Article shall apply ~~with the exclusion of~~ **including** the RWT Plus **“XL”** Plan in Section 12.01.3 below. Effective ~~January 1, 2016~~ **April 1, 2021**, the Employer agrees to pay ~~\$1172.76~~ **\$1,475.60** for the health care package for all eligible employees covered by Plan ~~Z~~ **B** as well as any increases required to maintain the above listed plans in Section 12.01 above for the life of this Agreement.

~~In~~ **Effective** January 1, ~~2019~~ **2024**, the Janitorial (StreetScapes) employees, **Operations Data Analyst, Data Quality and GIS Specialist employees** and employees at the MRF in the classification of Equipment Operator, Sorter and Weighmaster will be eligible for Teamsters Medical Plan ~~B~~ **A**. All other benefits shall remain in effect as outlined in this Section and 12.01. Effective January 1, ~~2019~~ **2024**, the Employer agrees to pay the full costs for this health care package for all eligible employees covered as well as any increases required to maintain the above listed plans in Section 12.01 for the remaining life of this Agreement.

12.01.3 RETIREE’S HEALTH AND WELFARE – Effective ~~January 1, 2016~~ **April 1, 2021, based on March 2021 hours**, the Employer agrees to pay ~~\$94.85~~ **\$175.00** per month to the Teamsters RWT Plus **“XL”** Plan on behalf of each employee who is compensated eighty (80) hours in the previous month. Effective January 1, ~~2016~~ **2022**, based on December ~~2015~~ **2021** hours, the Employer agrees to pay any increase in cost to maintain the RWT Plus **“XL”** Plan for the duration of this Agreement.

(NOTE: The five hundred twenty (520) compensable hour or ninety (90) days of employment waiting period referenced in Section 12.01 above, shall not apply to this benefit.)

12.02 Payments required under any of the foregoing provisions shall be made on or before the tenth (10th) day of the month. Upon Union request, copies of all transmittals pertaining to benefits under this Section shall be posted.

12.03 If the Employer is delinquent in payments, the Employer shall be notified by the Union and shall have fifteen (15) days to pay the amount due. Continued delinquency shall cause the Employer to be liable for the payment of any health related claims incurred by employees or dependents during such delinquency.

12.04 The Trust Subscription Agreement shall be known as Supplement "A" and, by this reference, same is incorporated herein and deemed a part hereof as though fully set forth.

12.05 During the term of this Agreement, if health and welfare benefits provided herein are subject to mandatory modification by the Washington Health Service Act of 1993, or other state or federal regulation, the parties shall enter into negotiations regarding such required modifications.

ARTICLE 13 – PENSION

~~13.01 Effective October 1, 2015, the Employer shall pay a total of seven dollars and eighty one cents (\$7.81), including PEER/80, per hour into the Western Conference of Teamsters Pension Trust Fund for each WRS and CD member of the bargaining unit and those probationary employees who have been continuously employed for more than ninety (90) calendar days for each hour for which compensation is paid not to exceed the first two thousand and eighty (2080) hours per calendar year.~~

	Base	PEER	Total
Current	\$6.70	\$1.11	\$7.81

~~Effective October 1, 2015, Operations Controller members will be at a \$5.15 per hour contribution rate (No PEER).~~

~~Effective March 31, 2016 Operations Controller members will be at 100% of the then drivers' hourly contribution rate including (PEER 80) as set forth in Section 13.01.~~

~~13.02 Effective October 1, 2016, the Employer shall pay a total of eight dollars and six cents (\$8.06), including PEER/80, per hour into the Western Conference of Teamsters Pension Trust Fund for each WRS, CD and Operations Controller members of the bargaining unit and those probationary employees who have been continuously employed for more than ninety (90) calendar days for each hour for which compensation is paid not to exceed the first two thousand and eighty (2080) hours per calendar year.~~

Base	PEER	Total
\$6.92	\$1.14	\$8.06

~~13.03 Effective October 1, 2017, the Employer shall pay a total of eight dollars and thirty one cents (\$8.31), including PEER/80, per hour into the Western Conference of Teamsters Pension Trust Fund for each WRS, CD and Operations Controller members of the bargaining unit and those probationary employees who have been continuously employed for more than ninety (90) calendar days for each hour for which compensation is paid not to exceed the first two thousand and eighty (2080) hours per calendar year.~~

Base	PEER	Total
\$7.13	\$1.18	\$8.31

~~13.04 Effective October 1, 2018, the Employer shall pay a total of eight dollars and fifty six cents (\$8.56), including PEER/80, per hour into the Western Conference of Teamsters Pension Trust Fund for each WRS, CD and Operations Controller members of the bargaining unit and those probationary employees who have been continuously employed for more than ninety (90) calendar days for each hour for which compensation is paid not to exceed the first two thousand and eighty (2080) hours per calendar year.~~

Base	PEER	Total
\$7.35	\$1.21	\$8.56

~~13.05 Effective October 1, 2019, the Employer shall pay a total of nine dollars and six cents (\$9.06), including PEER/80, per hour into the Western Conference of Teamsters Pension Trust Fund for each WRS, CD and Operations Controller members of the bargaining unit and those probationary employees who have been continuously employed for more than ninety (90) calendar days for each hour for which compensation is paid not to exceed the first two thousand and eighty (2080) hours per calendar year.~~

Base	PEER	Total
\$7.78	\$1.28	\$9.06

13.06 Effective October 1, 2020, the Employer shall pay a total of nine dollars and fifty- six cents (\$9.56), including PEER/80, per hour into the Western Conference of Teamsters Pension Trust Fund for each WRS, CD and Operations Controller members of the bargaining unit and those probationary employees who have been continuously employed for more than ninety (90) calendar days for each hour for which compensation is paid not to exceed the first two thousand and eighty (2080) hours per calendar year.

Base	PEER	Total
\$8.21	\$1.35	\$9.56

13.01.1 Effective April 1, 2021, based on March 2021 hours, the Employer shall pay a total of nine dollars and eighty-one cents (\$9.81), including PEER/80, per hour into the Western Conference of Teamsters Pension Trust Fund for each WRS, CD, Driver Assistant, Operations Control who are members of the bargaining unit and those probationary employees who have been continuously employed for more than ninety (90) calendar days for each hour for which compensation is paid not to exceed the first two thousand eighty hours (2080) per calendar year.

<u>Base</u>	<u>PEER</u>	<u>Total</u>
<u>\$8.42</u>	<u>\$1.39</u>	<u>\$9.81</u>

(T/A – 3/26/21)

13.01.2 Effective April 1, 2022, based on March 2022 hours, the Employer shall pay a total of ten dollars and six cents (\$10.06), including PEER/80, per hour into the Western Conference of Teamsters Pension Trust Fund for each WRS, CD, Driver Assistant, Operations Control who are members of the bargaining unit and those probationary employees who have been continuously employed for more than ninety (90) calendar days for each hour for which compensation is not to exceed the first two thousand eighty hours (2080) per calendar year.

<u>Base</u>	<u>PEER</u>	<u>Total</u>
<u>\$8.64</u>	<u>\$1.42</u>	<u>\$10.06</u>

(T/A – 3/26/21)

13.01.3 Effective April 1, 2023, based on March 2023 hours, the Employer shall pay a total of ten dollars and fifty-six cents (\$10.56), including PEER/80, per hour into the Western Conference of Teamsters Pension Trust Fund for each WRS, CD, Driver Assistant, Operations Control who are members of the bargaining unit and those probationary employees who have been continuously employed for more than ninety (90) calendar days for each hour for which compensation is not to exceed the first two thousand eighty hours (2080) per calendar year.

<u>Base</u>	<u>PEER</u>	<u>Total</u>
<u>\$9.07</u>	<u>\$1.49</u>	<u>\$10.56</u>

(T/A – 3/26/21)

13.01.4 Effective April 1, 2024, based on March 2024 hours, the Employer shall pay a total of eleven dollars and six cents (\$11.06), including PEER/80, per hour into the Western Conference of Teamsters Pension Trust Fund for each WRS, CD, Driver Assistant, Operations Control who are members of the bargaining unit and those probationary employees who have been continuously employed for more than ninety (90) calendar days for each hour for which compensation is not to exceed the first two thousand eighty hours (2080) per calendar year.

<u>Base</u>	<u>PEER</u>	<u>Total</u>
<u>\$9.49</u>	<u>\$1.57</u>	<u>\$11.06</u>

(T/A – 3/26/21)

13.01.5 Effective April 1, 2025, based on March 2025 hours, the Employer shall pay a total of eleven dollars and fifty-six cents (\$11.56), including PEER/80, per hour into the Western Conference of Teamsters Pension Trust Fund for each WRS, CD, Driver Assistant, Operations Control who are members of the bargaining unit and those probationary employees who have been continuously employed for more than ninety (90) calendar days for each hour for which compensation is not to exceed the first two thousand eighty hours (2080) per calendar year.

<u>Base</u>	<u>PEER</u>	<u>Total</u>
<u>\$9.92</u>	<u>\$1.64</u>	<u>\$11.56</u>

(T/A – 3/26/21)

13.0702 Effective upon ratification April 1, 2021, based on March 2021 hours, Operations Data Analyst, Data Quality and GIS Specialist employees, Janitorial (StreetScapes) employees and employees working at the MRF in the classifications of Equipment Operator, Sorter and Weighmaster who are members of the bargaining unit shall at all times receive thirty-three and one-third ~~fifty~~ percent (33.3%) (50%) of the WRS total pension rate for each hour for which compensation is paid, not to exceed the first two thousand and eighty (2080) hours per calendar year, as follows:

(T/A – 3/26/21)

- Effective April 1, 2021 at a \$4.91 per hour contribution rate (No PEER)**
- Effective April 1, 2022 at a \$5.03 per hour contribution rate (No PEER)**
- Effective April 1, 2023 at a \$5.28 per hour contribution rate (No PEER)**

13.02.1 Effective April 1, 2024, based on March 2024 hours, Operations Data Analyst, Data Quality and GIS Specialist employees, Janitorial (StreetScapes) employees and employees working at the MRF in the classifications of Equipment Operator, Sorter and Weighmaster who are members of the bargaining unit shall at all times receive sixty percent (60%) of the WRS total pension rate for each hour for which compensation is paid, not to exceed the first two thousand and eighty (2080) hours per calendar year.

(T/A – 3/26/21)

- Effective April 1, 2024 at a \$6.64 per hour contribution rate (No PEER)**
- Effective April 1, 2025 at a \$6.94 per hour contribution rate (No PEER)**

~~Effective December 5, 2015 at a \$2.60 per hour contribution rate (No PEER)~~

~~Effective October 1, 2016 at a \$2.68 per hour contribution rate (No PEER)~~

~~Effective October 1, 2017 at a \$2.77 per hour contribution rate (No PEER)~~

~~Effective October 1, 2018 at a \$2.85 per hour contribution rate (No PEER)~~

~~Effective October 1, 2019 at a \$3.02 per hour contribution rate (No PEER)~~

~~Effective October 1, 2020 at a \$3.18 per hour contribution rate (No PEER)~~

~~13.08~~**13.03** Effective January 1, 2009 ~~2009~~ **2021**, for probationary employees hired on or after October 1, 2008, the Employer will pay an hourly contribution rate of ten cents (\$.10), including one cent (\$.01) for PEER/80 during the probationary period, but in no case for a period longer than the first ninety (90) calendar days from commencing work in the bargaining unit. If and when this period is completed, the full standard contribution rate shall apply. Contributions shall be calculated on the same basis as described in this Section for other bargaining unit employees.

~~13.09~~**13.04** PEER/80. The contributions required to provide the PEER/80 will not be taken into consideration for benefit accrual purposes under the Plan. The additional, contribution for PEER/80 must at all times be sixteen and one-half percent (16.5%) of the basic contribution and cannot be decreased or discontinued at any time.

~~13.10~~**13.05** The total amount due each month shall be remitted in a lump sum not later than ten (10) days after the last business day of the month.

~~13.11~~**13.06** The Employer agrees to abide by the rules established by the Trustees of said Trust Fund to facilitate determination of hours, orderly collection, and accurate reporting. Upon Union request, a copy of pension transmittals shall be posted.