

SUPPLEMENTAL AGREEMENT
TO THE CITY OF SOUTH BEND -
TEAMSTERS LOCAL UNION NO. 364 AGREEMENT

DEPARTMENT OF VENUES PARKS & ARTS

*Golf Course Work Group
Maintenance Work Group
Recreational Centers Work Group
Skilled Trades Work Group
Tree Crew Work Group*

This Supplemental Agreement is entered into between the City of South Bend and Teamsters Local Union No. 364 as a supplement to the Master Agreement entered into between the parties and made effective January 1, 2022.

A. WAGES

1. Wages in the following classifications will be paid as follows:

	2021 Rate \$	2022 Rate \$	2023 Rate \$	2024 Rate \$
<i>Staff Positions :</i>				
Arborist I	20.19	20.69	21.11	21.53
Arborist II	21.94	22.49	22.94	23.40
Arborist/Weed Control	19.42	19.91	20.30	20.71
Asst Greens Superintendent	19.71	20.20	20.61	21.02
Athletic Field Maintenance	18.39	18.85	19.23	19.61
Bldg Mtce – Custodian & Laborer	16.76	17.18	17.52	17.87
Bldg & Structural Maintenance I	21.17	21.70	22.13	22.58
Bldg & Structural Maintenance II	21.94	22.49	22.94	23.40
Construction Maintenance/Carpenter I	20.51	21.02	21.44	21.87
Construction Maintenance/Carpenter II	21.17	21.70	22.13	22.58

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Construction Maintenance/Carpenter III	21.94	22.49	22.94	23.40
Construction Maintenance/Mason	21.17	21.70	22.13	22.58
Construction Maintenance/Welder	21.17	21.70	22.13	22.58
Electrician - Park	21.94	22.49	22.94	23.40
Equipment Operator II - Park	18.19	18.64	19.02	19.40
General Laborer	16.76	17.18	17.52	17.87
Group Leader - Recreation	19.42	19.91	20.30	20.71
Group Leader - Street Island	19.42	19.91	20.30	20.71
Group Leader - Leeper	19.42	19.91	20.30	20.71
Group Leader - Plaza	19.42	19.91	20.30	20.71
Group Leader - Custodian	19.42	19.91	20.30	20.71
Head Custodian	17.49	17.93	18.29	18.65
Heavy Equipment Operator I	19.71	20.20	20.61	21.02
Heavy Equipment Operator II	20.19	20.69	21.11	21.53
Job Leader	20.75	21.27	21.69	22.13
Job Leader - Mower Shop	20.75	21.27	21.69	22.13
Mechanic IV - Park - Garage	20.26	20.77	21.18	21.61
Mechanic IV - Park - Golf	20.26	20.77	21.18	21.61
Operator I	17.66	18.10	18.46	18.83
Painter IV	19.93	20.43	20.84	21.25
Plumber IV - Park	21.94	22.49	22.94	23.40

2. A recognition program for licenses and certifications for certain jobs shall be established by a committee consisting of management and Bargaining Unit Employees. It is recognized that it is difficult to put a certification and license

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program together for Employees in the Department of Venues Parks & Arts because of the limited number of licenses which are available for such Employees. Employee shall receive a \$.25 per hour increase to his or her wages for each approved license or certification received. However, Employee must receive prior approval from the abovementioned committee in order to receive such certification pay. Any certifications or licenses received by Employee without prior committee approval will not be eligible for certification pay.

3. A tool allowance of four hundred (\$500.00) dollars per person is to be paid for Mechanic IVs, Electricians, Construction Maintenance, Building/Structural Maintenance, Painters, Job Leader - Mower Shop, and Plumbers.
4. Employees may carry over 2 days of vacation to be used within the first three months of the following year. Vacation requests are subject to the Manager's approval with regards to leaving the work group shorthanded.
5. Employees in the Department of Venues, Parks & Arts shall be compensated at double time (2x) their hourly rate for snow control performed on Sunday. To receive double time pay under this provision, the employee must work the majority (50% or greater) of their assigned shift on Sunday.
6. Employees assigned to operate the VPA trash truck(s) and its associated trash collection services will be paid at the rate of the Solid Waste Driver in the Solid Waste Supplemental when such employees are operating the VPA trash trucks.
7. The position currently known as "Mechanic IV-Park-Golf will be changed to Job Leader – Mower Shop and paid at that rate, effective January 1, 2022.

B. HOURS OF WORK

1. It is recognized by the party that the Department of Venues Parks & Arts is a continuous twenty-four (24) hour per day, seven (7) day per week operation. The normal work schedule shall be eight (8), eight (8) hours per day, five (5) days per week, Monday through Friday.

The Employer and the Union acknowledge that with the implementation Daylight Savings Time it may be necessary for the Employer to adjust the hours of work in order to provide for a safe and efficient working environment for Employees. The Employer shall provide notice to Employees prior to any adjustment in hours of work.

2. Seven-day work week schedules are available for the following positions: Custodians, Maintenance, Recreation crews and golf courses. The Department of Venues Parks & Arts may use Temporary Employees as is necessary for Custodians, Maintenance garage, Recreation crews and golf courses, as required. The bargaining unit specifically waives its right to grieve the use of Temporary Employees in such positions. The Department of Venues, Parks & Arts shall provide and post overtime hours monthly and distribute the overtime as equally as possible.
3. If an Employee is called in on the Employee's day off on a Sunday for an emergency, the Employee shall receive double time for all work performed on that day.

C. UNIFORMS

Employees will follow the VPA Uniform Policy which shall continue to be at the Employer's expense. The Employer agrees to include Stewards in any decisions which change this policy. All Employees shall wear clean uniforms as provided by the Employer.

The Employer shall designate the specifications for all safety shoes and safety-related equipment and clothing.

Employer will continue past practice of providing safety gloves and rubber boots for Employees requiring same due to nature of Employee's work. Employer will make coveralls available to Employee requiring same due to nature of Employee's work.

D. SAFETY AND HEALTH

1. The Department of Venues Parks & Arts shall provide Employees with rubber pack gloves. Old gloves need to be turned in to receive replacement gloves. Cost of replacing lost gloves shall be borne by the Employee.
2. The Department of Venues Parks & Arts shall allow Employees of that Department to wear shorts (uniform shorts) at no cost to the Employer whenever such attire is not in violation of 10.S.H.A. Guidelines, and is also consistent with the City's Personnel Policies and Procedures.
3. The Department of Venues Parks & Arts shall establish an Apprenticeship and Training Committee to make recommendation to Employer concerning in-house and contractual training related to safety and employee development programs.
4. The Department of Venues Parks & Arts shall offer in-services training for Employees of the Department on such topics as disease control methods as often as possible.
5. Employees shall have the right to voice opinions about job site set-up or safety issues before starting work without threat of disciplinary action.

E. WORKING CONDITIONS

Work routinely performed by the Department of Venues, Parks & Arts bargaining unit employees will not be performed by supervisory personnel. This does not include emergency work, instructional necessity, and work of a "de minimis," non-routine and infrequent nature.

[SIGNATURE PAGE FOLLOWS]


January 1, 2022 through December 31, 2024

This Supplemental Agreement shall be in full force and effect, together with all other provisions of the City of South Bend - Teamsters Local Union No. 364 Agreement not herein modified, from January 1, 2022 until December 31, 2024, and will continue in full force and effect from year to year thereafter, unless notice in writing is given by either party at least sixty (60) days prior to June 1, 2024 or June 1 of any year thereafter to modify non-economic items in said Agreement.


CITY OF SOUTH BEND, INDIANA

TEAMSTERS LOCAL UNION NO. 364

**Affiliated with the
International Brotherhood
of Teamsters of America**



James Mueller, Mayor



Robert R. Warnock, III, President

BOARD OF PARK COMMISSIONERS

Mark Neal, President

Consuela Hopkins, Member

Dan Farrell, Member

Aimee Buccellato, Member

*(Signature Page to Supplemental Agreement between City of South Bend and
Teamsters Local Union No. 364, Venues, Parks & Arts)*

