

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (this "MOU") is made on March 27, 2023 (the "Effective Date") and sets forth the agreement between the City of South Bend, Indiana (the "City"), and Teamsters Local Union No. 364, affiliated with the International Brotherhood of Teamsters of America (the "Union") (collectively, the "Parties").

### RECITALS

WHEREAS, the Parties entered into a Master Agreement ("Agreement") to provide for equitable and peaceful adjustment of differences which may arise, further a mutual and voluntary effort to promote and maintain sound labor relations, and to establish other conditions of employment for the calendar years 2022-2024; and

WHEREAS, the Common Council of the City of South Bend, Indiana ("Common Council") passed Ordinance Number 7997-89 on July 24, 1989, fixing the maximum wages and monetary fringe benefits for Teamsters Union employees of the City for the calendar years 1990 through 1992. Further, each subsequent contract cycle, the Common Council has passed an ordinance fixing the maximum wages for Union employees, most recently on October 11, 2021 in Ordinance Number 10816-21 for the term commencing on January 1, 2022 through December 31, 2024 (the "Salary Ordinance").

WHEREAS, the Parties mutually desire to amend the Venues Parks & Arts Supplemental to provide for premium pay for Employees required to hold a Commercial Driver's License ("CDL") as part of their job description.

NOW, THEREFORE, the Parties agree as follows:

1. The following Section shall be added as follows as Section A.8. of the Venues Parks & Arts Supplemental:

Employees validly holding a CDL shall receive premium pay as follows, according to the level of CDL the employee holds:

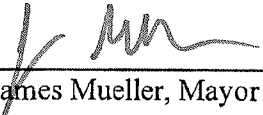
- a. Class A: \$1.00 per hour
- b. Class B: \$0.75 per hour

2. This Memorandum of Understanding shall be effective beginning with the first full pay period following the date of Board of Park Commissioners approval through December 31, 2024. Every other provision of the original Master Agreement and all Supplemental Agreements are hereby ratified, approved, and reaffirmed by the Parties and all other matters previously agreed to and set forth in the original Master Agreement and Supplementals not affected by this Memorandum of Understanding shall remain in full force and effect.

IN WITNESS WHEREOF, the Parties hereto have caused this Memorandum of Understanding to be executed as of the day and year written below.

Date: 3/30/2023


CITY OF SOUTH BEND, INDIANA

  
James Mueller, Mayor

Date: 3 - 14 - 2023


TEAMSTERS LOCAL UNION  
NO. 364


Affiliated with the International  
Brotherhood of Teamsters of  
America

  
Robert R. Warnock, III, President

BOARD OF PARK COMMISSIONERS

  
Mark Neal, President

  
Consuela Hopkins, Member

  
Sam Centellas, Member

Georgianne Walker, Member