

MEMORANDUM OF UNDERSTANDING
BETWEEN
CITY OF TRAVERSE CITY
AND
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
GENERAL MUNICIPAL EMPLOYEES

This Memorandum of Understanding (the "MOU") is entered into by and between the City of Traverse City (the "City") and the General Municipal Employees, International Brotherhood of Teamsters (the "Union"). Collectively, the City and the Union are referred to as "the Parties."

WHEREAS, the Parties are signatories to a Collective Bargaining Agreement ("CBA") effective July 1, 2024, through June 30, 2027; and

WHEREAS, Article 4, Definition of Employees, Section 5, Probationary Employees, currently provides that fringe benefit eligibility begins upon completion of sixty (60) worked days; and

WHEREAS, the Parties desire to modify the insurance eligibility provisions applicable to newly hired employees to align eligibility requirements with current benefit administration vendor practices;

NOW, THEREFORE, the Parties agree as follows:

Article 4, Definition of Employees, Section 5, Probationary Employees, shall be amended by replacing the following language:

"Upon completion of the first sixty (60) worked day probationary period, the employee shall be afforded fringe benefits pursuant to the terms of this Agreement and the appropriate plan providers to be effective the first day of the month following completion of the sixty (60) worked days."

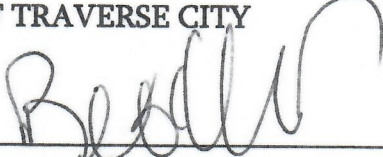
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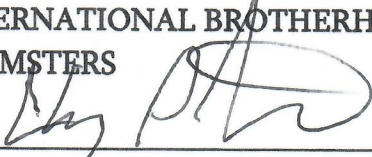
"Insurance fringe benefit eligibility shall commence on the first day of the month following three (3) completed months of employment, with the exception of Hospitalization Insurance Coverage. New employees shall be eligible for Hospitalization Insurance Coverage on the first day of the month following the date of hire."

All other provisions of Article 4, Section 5, including the twelve (12) month probationary period for employees hired on or after July 1, 2024, shall remain unchanged and in full force and effect.

This MOU is intended solely to modify insurance eligibility provisions as described herein and shall not constitute a precedent. It may not be cited by either party in any other matter as evidence of past practice or agreement.

IN WITNESS WHEREOF, the Parties have executed this Memorandum of Understanding on the dates set forth below.

CITY OF TRAVERSE CITY
By: 
Benjamin Marentette, City Manager

INTERNATIONAL BROTHERHOOD OF
TEAMSTERS
By: 
Clayton Pletscher, Business Representative

Date: 06/12/2020

Date: 6-21-20