

HAYWARD CITY COUNCIL

RESOLUTION NO. 16-

Introduced by Council Member \_\_\_\_\_

RESOLUTION AUTHORIZING AN AMENDED SIDE LETTER AGREEMENT BETWEEN THE CITY OF HAYWARD AND INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS, LOCAL 21, (“LOCAL 21”) TO ELIMINATE THE \$125 EMPLOYEE CONTRIBUTION RATE PER PAY PERIOD TO THE VEBA PLAN FOR EMPLOYEES WHO ARE WITHIN TWO (2) YEARS OF NORMAL RETIREMENT AGE

WHEREAS, the City of Hayward has made available to the International Federation of Professional and Technical Engineers, Local 21, and its members (collectively, “Local 21”) a Voluntary Employee Beneficiary Association (“VEBA”) Plan; and

WHEREAS, VEBA is an entity established as a tax-exempt Trust under Section 501(c)(9) of the Internal Revenue Service (IRS) Code; and

WHEREAS, the City has contracted with California Government Voluntary Employees’ Benefit Association (CALGOVEBA) since 2006 to provide a healthcare funding vehicle where employees make tax-free contributions to a trust for accumulating funds for reimbursement of health care costs in accordance with Section 501(c)(9) of the IRS Code; and

WHEREAS, the City and Local 21 have reached an amended tentative agreement which details the terms of participation in the VEBA Plan for members of Local 21; and

WHEREAS, the amended tentative agreement eliminates the contribution rate of \$125 per pay period to the VEBA plan for employees who are within in two (2) years of the normal retirement age; and

WHEREAS, the membership of the Local 21 ratified the terms of the VEBA agreement as of October 27, 2016.

NOW, THEREFORE, BE IT RESOLVED that the City Council hereby approves the amended tentative agreement on the VEBA Plan between it and Local 21 to become effective in the pay period starting on November 28, 2016.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2016

ADOPTED BY THE FOLLOWING VOTE:

AYES:            COUNCIL MEMBERS:

MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: \_\_\_\_\_  
City Clerk of the City of Hayward

APPROVED AS TO FORM:

\_\_\_\_\_  
City Attorney of the City of Hayward