

Letter of Agreement
between
Department of Public Utilities, Light Division (Tacoma Power)
and
International Brotherhood of Electrical Workers Local 483
Subject: Trouble Crew Overtime
Effective: August 26, 2019

This Letter of Agreement (LOA) confirms the understanding reached through discussion of filling temporary absences on the Trouble Crew and further, changes the applicability of 14.3 (c) and (e) for the Trouble Crews. Additionally, this LOA establishes and clarifies the Application of Rate (AOR) for employees on the Trouble Crews.

For temporary Trouble Crew vacancies caused by an absence of three days or less, management will first attempt to fill the position with another Trouble Crew member. Should no Trouble Crew member be willing or available to fill the temporary vacancy caused by absences, management may, in its discretion, fill the position using a qualified Line Electrician, or leave the vacancy caused by the temporary absence unfilled and use the remaining Trouble Crew member in an alternate capacity. Where management elects to offer the upgrade to a Line Electrician, the vacancy caused by the temporary absence will be filled in accordance with Article 9.1.

In exchange, the following will apply:

1. Article 14.3(c) and (e) of the collective bargaining agreement will not apply to the Trouble Crew.
2. Members of the Trouble Crew will be called first for overtime during the four (4) hours before and the four (4) hours after their shifts; and
3. During those times, the "On Duty" Trouble Crew members will be available for such coverage.
4. Line Electricians assigned to fill a Trouble Crew opening prior to 4:30 p.m. of the day before the opening will serve in the standby role and be compensated as a Trouble Crew member.

An Application of Rate of 110% of the Line Electrician rate of pay shall be applied to individuals who are on the Trouble Crew. The Application of Rate is established to compensate individuals on Trouble Crews for the following reasons:

1. The Crews function without a lead worker on their crews and are tasked with assessing outage situations quickly and efficiently.
2. The Crews are required to work rotating shifts which include, night, weekend, and holiday work as well as mandatory availability and required rapid responses to calls when off shift.

It is understood that if a conflict exists between the terms herein and those of LOU#3 "Major Multi-Day System Outage Compensation" date March 2, 2000, that LOU #3 will prevail.

Nothing in this letter is intended to be used as precedent for future contract negotiations, other City operations, or with other employees represented by IBEW 483.

This Letter of Agreement will be in effective August 26, 2019 and will remain in effect until terminated by mutual agreement of the Union and the City, or unilaterally by either the Union or the City with a 30-day written notice.

EXECUTED ON THIS _____ DAY OF _____, 2019.

City of Tacoma

Local 483, International Brotherhood
of Electrical Workers, Light Division
(Tacoma Power)

Jackie Flowers
Director of Public Utilities

Alice Phillips
Business Manager

Chris Robinson
Power Superintendent

Dylan Carlson
Sr, Labor Relations Manager

Approved as to form:

City Attorney