



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
 Karen Short, Senior Human Resources Consultant
 Shelby Fritz, Director, Human Resources
 Kari Louie, Assistant Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement as negotiated with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit – March 26, 2024
DATE: March 1, 2024

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit.

BACKGROUND:

The resolution will authorize the execution of a Collective Bargaining Agreement (CBA) as negotiated with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit. The CBA has been scheduled for consideration by the Public Utility Board as a resolution on March 13, 2024, and will be scheduled for consideration by the City Council as a resolution on March 26, 2024.

The three-year agreement covers approximately 91 budgeted, full-time equivalent positions, with 24 positions located within Tacoma Public Utilities. It includes a wage increase in each year of the agreement. Retroactive to January 1, 2024, an increase of 2.75 percent will be provided; effective January 1, 2025, an increase of 2.75 percent will be provided; and effective January 1, 2026, an increase of 3 percent will be provided. In addition, the following wage adjustments will be provided to address market and/or compression factors:

| Code | Job Title | 1/1/2024 | 1/1/2025 | 1/1/2026 |
|-------|-------------------------------------|----------|----------|----------|
| 53320 | Equipment Mechanic, Heavy | 5.00% | 8.00% | 3.25% |
| 53100 | Fabrication Welder | 5.00% | 0.25% | |
| 53350 | Fire & Marine Diesel Mechanic | 5.90% | 8.00% | 3.25% |
| 53360 | Fire & Marine Shop Supervisor | 6.00% | 8.00% | 3.25% |
| 53120 | Machinist | 5.00% | 8.00% | 2.25% |
| 53380 | Solid Waste Mechanic | 5.00% | 2.00% | |
| 53300 | Vehicle & Equipment Shop Attendant | 2.00% | | |
| 53340 | Vehicle & Equipment Shop Supervisor | 5.00% | 1.00% | |
| 50990 | WWTP Assistant | 2.00% | | |
| 51050 | WWTP Maintenance Machinist | 5.00% | 1.50% | |
| 51060 | WWTP Maintenance Machinist, Senior | 5.00% | 1.50% | |
| 51110 | WWTP Maintenance Technician | 4.10% | 1.50% | |



Other changes to the agreement include: Revising the contract language section for Union Membership and Dues to conform with the Janus decision; adding clarifying language regarding response to emergency calls and texts; and the addition of an application of rate for a Heavy Equipment Mechanic when performing an inspection requiring a NGVi CNG Fuel System Inspector certification; an application of rate for a WWTP Maintenance Technician, WWTP Maintenance Machinist, or Solid Waste Mechanic when operating a boom truck; and an increase to the application of rate from 2 percent to 5 percent for a Fire & Marine Diesel Mechanic for holding an International Organization for Fluid Power and Motion Control Professionals (IFPS) Mobile Hydraulics certification. The agreement also provides that standby pay shall be compensated at the rate prescribed by the Joint Labor Committee Agreement.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit and has been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.

ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

| Alternative(s) | Positive Impact(s) | Negative Impact(s) |
|---|--------------------|--------------------|
| Do not approve execution of the Collective Bargaining Agreement | N/A | unknown |

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to execute the Letter of Agreement with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Budget Office. Department Directors are responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

Are the expenditures and revenues planned and budgeted in this biennium’s current budget?

Yes



City of Tacoma

City Council Action Memorandum

Are there financial costs or other impacts of not implementing the legislation?

No

Will the legislation have an ongoing/recurring fiscal impact?

YES

Will the legislation change the City's FTE/personnel counts?

No

ATTACHMENTS:

Collective Bargaining Agreement

Fiscal Impact Memorandum