



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Senior Human Resources Analyst, Human Resources
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COPY: City Council and City Clerk

SUBJECT: Resolution – Authorize execution of a Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit – October 22, 2019

DATE: September 29, 2019

SUMMARY:

A resolution authorizing the execution of a Letter of Agreement regarding employees assigned to work the Trouble Crew as negotiated with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit.

STRATEGIC POLICY PRIORITY:

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit.

BACKGROUND:

The resolution will authorize the execution of a Letter of Agreement (LOA) negotiated with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit. The LOA has been scheduled for consideration by the Public Utility Board as a Resolution on October 9, 2019.

The agreement confirms the understanding reached regarding the filling of temporary absences on the Trouble Crew, and the applicability of Section 14.3(c) and (e) of the collective bargaining agreement. In addition, the agreement provides for an application of rate for employees assigned. The application of rate will be set to 110% of the journey-level Line Electrician rate, effective retroactively to August 26, 2019. The pay is intended to compensate for the Crews functioning without a lead worker and being tasked with assessing outage situations quickly and efficiently; as well as rotating shift work, which requires mandatory availability and rapid responses to calls when off shift. There are approximately six (6) employees assigned to work the Trouble Crew.

ISSUE:

Authorization is required to execute the Letter of Agreement as negotiated with the bargaining unit on behalf of the employees represented by the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit.

RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve the legislation.

FISCAL IMPACT:

Fiscal impact information is provided by the Management Services Office.