



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
Karen Short, Senior Human Resources Analyst, Human Resources
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 with the District Lodge #160 of the International Association of Machinists and Aerospace Workers, on behalf of Local Lodge #297, Rail Mechanics Unit – November 9, 2021
DATE: October 18, 2021

SUMMARY AND PURPOSE:

A resolution recommending execution of a Collective Bargaining Agreement as negotiated with the District Lodge #160 of the International Association of Machinists and Aerospace Workers, on behalf of Local Lodge #297, Rail Mechanics Unit, effective January 1, 2021, through December 31, 2023.

BACKGROUND:

The resolution recommends adoption of a Collective Bargaining Agreement as negotiated with the District Lodge #160 of the International Association of Machinists and Aerospace Workers, on behalf of Local Lodge #297, Rail Mechanics Unit. The agreement is for three (3) years and covers approximately 16 budgeted, full-time equivalent (FTE) positions within Tacoma Public Utilities. The Collective Bargaining Agreement has been scheduled for consideration by the Public Utility Board as a resolution on October 27, 2021.

The Agreement provides that effective retroactive to January 1, 2021, all classifications will receive a general wage increase of 2 percent, and the classification of Railway Shop Worker will also receive a market-based adjustment of \$1.00 per hour. Effective January 1, 2022, and January 1, 2023, all classifications will receive a general wage increase of 2 percent. Effective as soon as practicable following Council adoption of the Agreement, the City will match the 457(b) deferred compensation contributions of employees up to a maximum matching contribution of three (3) percent of base salary. All deferred compensation contributions are subject to the limitations of the IRC maximum contributions requirements for Section 457 plans. In accordance with the City’s deferred compensation rules, no match will be made on Roth contributions. The agreement also provides for a \$2,000 one-time, lump sum payment in lieu of retroactivity on 457 matching funds.

Other changes to the agreement include modifying language to provide that premiums paid for group life insurance and the amount paid for meal allowances will be as prescribed by the Tacoma Joint Labor Agreement; changes to language related to scheduling and shift bidding and assignments; and other housekeeping updates to reflect gender neutral language.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the District Lodge #160 of the International Association of Machinists and Aerospace Workers, on behalf of Local Lodge #297, Rail Mechanics 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 is required to authorize execution of the Collective Bargaining Agreement with the District Lodge #160 of the International Association of Machinists and Aerospace Workers, on behalf of Local Lodge #297, Rail Mechanics Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Management Services Office. Department Directors will be responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

Participating department will be responsible for continuing costs.

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

YES

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

YES

Will the legislation have an ongoing/recurring fiscal impact?

YES

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

NO

ATTACHMENTS:

1. Collective Bargaining Agreement
2. Fiscal Impact Memorandum