



RESOLUTION NO. 41390

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 three-year Collective Bargaining Agreement between the City and District
3 Lodge No.160, on behalf of Local Lodge No. 297 of the International
4 Association of Machinists and Aerospace Workers, General Unit, consisting
of 91 budgeted full-time equivalent positions, effective retroactive to
January 1, 2024, through December 31, 2026.

5 WHEREAS the City has, for years, adopted the policy of collective
6 bargaining between the various labor organizations representing employees and
7 the administration, and

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9 WHEREAS this resolution allows for the execution of a three-year Collective
10 Bargaining Agreement (“CBA”) between the City and District Lodge No.160, on
11 behalf of Local Lodge No. 297 of the International Association of Machinists and
12 Aerospace Workers, General Unit (“Union”), on behalf of the employees
13 represented by said Union, and

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15 WHEREAS the bargaining unit consists of approximately 91 budgeted,
16 full-time equivalent positions, and

17 WHEREAS, effective retroactive to January 1, 2024, the CBA will provide for
18 a wage increase of 2.75 percent; effective January 1, 2025, an increase of 2.75
19 percent will be provided; and effective January 1, 2026, an increase of 3 percent
20 will be provided, and

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22 WHEREAS in addition to the general wage increases, the following wage
23 adjustments will be provided to address market and/or compression factors:
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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%	

WHEREAS other changes include: 1) revising the contract language section for union membership and dues to conform with the Janus decision; 2) adding clarifying language regarding response to emergency calls and texts; and 3) 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 Mobile Hydraulics certification, and

WHEREAS the CBA also provides that standby pay shall be compensated at the rate prescribed by the Joint Labor Committee Agreement, and

WHEREAS the CBA was considered and approved by the Public Utility Board at its meeting of March 13, 2024, and



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WHEREAS it appears in the best interests of the City that the CBA negotiated by said Union and the City be approved; Now, Therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That the proper officers of the City are hereby authorized to execute the three-year Collective Bargaining Agreement between the City and District Lodge No.160, on behalf of Local Lodge No. 297 of the International Association of Machinists and Aerospace Workers, General Unit, effective retroactive to January 1, 2024, through December 31, 2026, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

Requested by Public Utility Board
Resolution No. U-11443