



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Senior Human Resources Analyst
 Gary Buchanan, Director, Human Resources
 Dylan Carlson, Senior Labor Relations Manager
 Bill Fosbre, City Attorney

COPY: City Council and City Clerk

SUBJECT: Resolution - Authorize execution of a Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services, Court Clerks, Human Resources, Supervisors, Tacoma Power, Tacoma Water, and Water Pollution Control Units – July 7, 2020.

DATE: June 12, 2020

SUMMARY:

A resolution authorizing the execution of a series of Letters of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483 Customer and Field Services; Court Clerks; Human Resources; Supervisors; Tacoma Power; Tacoma Water; and Water Pollution Control Units.

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 Units.

BACKGROUND:

The resolution will authorize execution of seven Letters of Agreement negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Customer and Field Services; Court Clerks; Human Resources; Supervisors; Tacoma Power; Tacoma Water; and Water Pollution Control Units.

The agreements address impacts of the Janus v. AFSCME Council 31 court case and changes to RCW 41.56 as related to union dues and fees. The agreement provide that the following sections of each collective bargaining agreement be replaced in its entirety to reflect the language in the unit’s respective Letter of Agreement:

IBEW Bargaining Unit	Language Change
Customer and Field Services Unit:	Article 2, Union Recognition and Dues Deduction
Court Clerks Unit:	Article 2, Union Recognition and Dues Deduction
Human Resources Unit:	Article 4, Union Recognition, Dues Deduction, and Activities
Supervisors Unit:	Article 2, Union Recognition and Dues Deduction
Tacoma Power Unit:	Article 2, Union Recognition and Dues Deduction
Tacoma Water Unit:	Article 2, Union Recognition and Dues Deduction
Water Pollution Control Unit:	Article 2, Union Recognition and Dues Deduction

ISSUE:

Authorization is required to execute the Letters of Agreement as negotiated with the bargaining units on behalf of the employees represented by the International Brotherhood of Electrical Workers, Local 483 Customer and Field Services; Court Clerks; Human Resources; Supervisors; Tacoma Power; Tacoma Water; and Water Pollution Control Units.



RECOMMENDATION:

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

FISCAL IMPACT:

There is no fiscal impact.