



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, Click! Unit – February 18, 2020.
DATE: January 31, 2020

SUMMARY:

A resolution authorizing the execution of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Click! 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, Click! Unit.

BACKGROUND:

The resolution will authorize execution of a Letter of Agreement (LOA) as negotiated with the International Brotherhood of Electrical Workers, Local 483, Click! Unit, regarding classifications impacted by the transition plan for the Click! Business Transition Agreement.

The agreement sets forth compensation and work rules for employees in the classifications of 5540 Telecommunications Network Construction Technician, 5543 Telecommunications Network Technician and 5516 Telecommunications Utility Worker. Employees in these impacted classifications on March 31, 2020 will receive a one-time, lump sum payment of \$700.00. Effective April 1, 2020 wages for the classifications will increase 2.25 percent.

The agreement also provides for the consolidation of the classifications of 5540 Telecommunications Network Construction Technician and 5543 Telecommunications Network Technician, into a single classification of 5540 Network Construction Technician, effective April 1, 2020, and the placement of the incumbents in the consolidated classification.

At the request of the incumbents in the impacted classifications, and agreed to by all parties, IBEW 483 Click! will cease to be the authorized bargaining representative for these classifications, and this responsibility will be moved under the IBEW Local 483, Tacoma Power Unit, effective upon the date of ratification of this Resolution as well as the certification of the new unit by the Public Employment Relations Commission (PERC).

Also included in the agreement are changes to incorporate work rules and merge language in Articles 10, 13, 17, and 19 of the agreement with the IBEW Local 483 Click! Unit into the agreement with the IBEW 483 Power Unit, with the intent to fully incorporate the aforementioned work rules into a successor CBA.

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, Click! 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.