



RESOLUTION NO. 39157

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 collective bargaining agreement between the City and the Sheet Metal, Air,
3 Rail, and Transportation Union, Transportation Division, effective
retroactive to January 1, 2015, through June 30, 2017.

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

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8 WHEREAS this resolution allows for the execution of the proposed two and
9 one-half year (2015-2017) Collective Bargaining Agreement (“CBA”) between the
10 City and Sheet Metal, Air, Rail, and Transportation Union, Transportation Division
11 (“Union”), on behalf of employees represented by said Union, consisting of
12 approximately 41 budgeted, full-time equivalent positions assigned to the
13 Department of Public Utilities, Beltline Division (d.b.a. “Tacoma Rail”), and

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15 WHEREAS the bargaining unit was previously covered by the United
16 Transportation Union, Switch Crew Unit, and

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18 WHEREAS, under the proposed CBA, the two classifications in the
19 bargaining unit, Railway Switch Operator and Railway Switch Supervisor, will be
20 consolidated into a single classification entitled “Railway Conductor”, with the
21 base rate of pay set at \$35.94, effective the first full pay period after City Council
22 adoption of the agreement, and

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24 WHEREAS the proposed CBA provides for the following: (1) effective
25 July 1, 2015, all special allowances provided in the prior agreement will be
26 converted to a dollar amount and added to the Railway Conductor base pay,



1 increasing the base pay for that classification to \$37.04; (2) two contract
2 ratification incentive payments, each in the amount of \$2,800, to be paid in the
3 pay periods that include July 1, 2015, and December 1, 2015, for 41 bargaining
4 unit members; and (3) effective July 1, 2016, wages shall increase by a flat rate
5 increase of \$1.10 per hour for all active employees, and

6 WHEREAS other CBA provisions include employee contributions to health
7 care premiums at the same rates as other City employees; a deferred
8 compensation match of up to 3 percent of employee base wages to a 457(b)
9 account; a change in the annual safety footwear reimbursement of \$200 to an
10 allowance of \$400; establishment of permanent bid jobs to replace daily job
11 assignment board markups, which will provide more management flexibility in
12 scheduling; and clarification on railroad staffing during holidays, and

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14 WHEREAS, by adoption of Public Utility Board Resolution No. U-10763 on
15 March 25, 2015, the proposed CBA was approved, pending confirmation from the
16 City Council, and

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

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

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22 That the proper officers of the City are hereby authorized to execute the
23 Collective Bargaining Agreement between the City and the Sheet Metal, Air, Rail,
24 and Transportation Union, Transportation Division, effective retroactive to
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January 1, 2015, through June 30, 2017, said document to be substantially in the form of the proposed agreement on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney