



RESOLUTION NO. 40184

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 three-year Collective Bargaining Agreement between the City and the
3 District Lodge #160, on behalf of Local Lodge #297 of the International
4 Association of Machinists and Aerospace Workers, Rail Track Workers Unit,
5 effective retroactive to January 1, 2018, through December 31, 2020.

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

9 WHEREAS this resolution allows for the execution of a three-year Collective
10 Bargaining Agreement ("CBA") between the City and the District Lodge #160, on
11 behalf of Local Lodge #297 of the International Association of Machinists and
12 Aerospace Workers, Rail Track Workers Unit ("Union"), on behalf of the employees
13 represented by said Union, and

14 WHEREAS the bargaining unit consists of approximately 8 budgeted,
15 full-time equivalent ("FTE") positions, and

16 WHEREAS the CBA will provide for a wage increase in each year of the
17 agreement, and

18 WHEREAS, effective retroactive to January 1, 2018, wages for the
19 bargaining unit will increase by 3 percent; effective January 1, 2019, wages
20 increase by 3.6 percent, and the classifications of Railway Track Maintenance
21 Worker (CSC 7120) and Railway Track Supervisor (CSC 7121) will receive an
22 additional \$.50 per hour at the top step; and the classification of Railway Track
23 Inspector (CSC 7119) will receive an additional \$.66 per hour at the top step, and
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1 WHEREAS other changes include: (1) a change from a reimbursement to
2 an annual allowance for safety related footwear, rain gear and work clothing, (2) an
3 increase to the meal reimbursement rate to \$15 per meal, and (3) employees hired
4 after the ratification date of the agreement will not be eligible for longevity pay, and

5 WHEREAS the Agreement also commits Tacoma Rail to withdraw affected
6 members from the Western Metal Industry Pension Fund ("WMIPF"), and assume
7 all withdrawal liabilities in accordance with plan procedures and applicable law,
8 which liabilities are estimated to be in a range of \$2,110,000 for a one-time
9 payment, or \$37,000 a year for 20 years, and
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11 WHEREAS the final withdrawal liabilities will be determined by WMIPF and
12 presented in an estimate of withdrawal payment schedule following a formal
13 extrication notice to the trustees, and Rail has included an amount in its budget to
14 cover the projected annual payment amount, and
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16 WHEREAS it appears in the best interests of the City that the CBA
17 negotiated by said Union and the City be approved; Now, Therefore,

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

19 That the proper officers of the City are hereby authorized to execute the
20 three-year Collective Bargaining Agreement between the City and the District
21 Lodge #160, on behalf of Local Lodge #297 of the International Association of
22 Machinists and Aerospace Workers, Rail Track Workers Unit, effective retroactive
23 to January 1, 2018, through December 31, 2020, said document to be substantially
24 in the form of the agreement on file in the office of the City Clerk, including the
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necessary documents that need to be executed to withdraw the bargaining unit from the Western Metal Industry Pension Fund.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

Requested by Public Utility Board
Resolution No. U-11043