



Req. #13503

RESOLUTION NO. 38655

1 A RESOLUTION related to collective bargaining; authorizing the execution of the
2 proposed collective bargaining agreement between the City and the
3 Brotherhood of Locomotive Engineers and Trainmen, effective retroactive to
4 July 1, 2012, 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

7 WHEREAS this resolution allows for the execution of the proposed five-year
8 (2012-2017) Collective Bargaining Agreement ("CBA") between the City and the
9 Brotherhood of Locomotive Engineers and Trainmen ("Union"), on behalf of the
10 employees represented by said Union, and

11 WHEREAS the bargaining unit consists of approximately 19 budgeted,
12 full-time equivalent ("FTE") positions assigned to Tacoma Public Utilities, Tacoma
13 Rail Division, and

14 WHEREAS the proposed CBA includes an increase to the base wage rates
15 for each year of the agreement, July 1, 2012, through July 1, 2016; language
16 included that if a successor bargaining agreement is not reached prior to July 1,
17 2017, a cost of living allowance(s) will be payable each July 1 of 100 percent of the
18 Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W)
19 Seattle area all items, June to June index, with a minimum increase of 2 percent
20 and a maximum increase of 4 percent, and

21 WHEREAS other significant provisions of the CBA include a one-time
22 ratification payment of \$80,000, to be divided between the members based on
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hours worked; an increase to the annual reimbursements allowed for non-steel boots from \$80 to \$150, for steel-toed boots from \$120 to \$200; for gloves up to \$40; and language that employees will contribute toward employee medical premiums in the same manner as other City employees, and

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

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

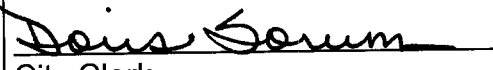
That the proper officers of the City are hereby authorized to execute the Collective Bargaining Agreement between the City and the Brotherhood of Locomotive Engineers and Trainmen, effective retroactive to July 1, 2012, through June 30, 2017, said document to be substantially in the form of the proposed agreement on file in the office of the City Clerk.

Adopted APR 16 2013



Mayor

Attest:



City Clerk

Approved as to form:



Deputy City Attorney



REQUEST FOR RECEIVED

ORDINANCE RESOLUTION

Request #:

13503
38655

Ord./Res. #:

MAR 18 2013

1. DATE: March 15, 2013

CITY CLERK'S OFFICE

2. SPONSORED BY: COUNCIL MEMBER(S) N/A (If no sponsor, enter "N/A")

3a. REQUESTING DEPARTMENT/DIVISION/PROGRAM Human Resources Department 3b. "DO PASS" FROM [Committee Name] <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> To Committee as information only <input type="checkbox"/> Did not go before a Committee 3c. DID THIS ITEM GO BEFORE THE PUBLIC UTILITY BOARD? <input checked="" type="checkbox"/> Yes, on 3/27/2013 <input type="checkbox"/> Not required	4a. CONTACT (for questions): Karen Short, Senior Human Resources Analyst PHONE: 591-5424	
	4b. Person Presenting: Joy St. Germain, Human Resources Director PHONE: 591-2060	
	4c. ATTORNEY: Cheryl Comer, Deputy City Attorney PHONE: 591-5074	
<i>Joy St. Germain</i> Department Director/Utility Division	<i>[Signature]</i> Budget Officer/Finance Director	<i>[Signature]</i> City Manager/Director of Public Works

5. REQUESTED COUNCIL DATE: April 9, 2013

(If a specific council meeting date is required, explain why; i.e., grant application deadline, contract expiration date, required contract execution date, public notice or hearing required, etc.)

Nadia Chandler Hardy, Asst to City Manager

6. SUMMARY AGENDA TITLE: (A concise sentence, as it will appear on the Council agenda.)

Authorizing execution of a proposed Collective Bargaining Agreement between the City of Tacoma and the Brotherhood of Locomotive Engineers and Trainmen, effective July 1, 2012.

7. BACKGROUND INFORMATION/GENERAL DISCUSSION: (Why is this request necessary? Are there legal requirements? What are the viable alternatives? Who has been involved in the process?)

This resolution allows for the execution of a proposed Collective Bargaining Agreement between the City of Tacoma and the Brotherhood of Locomotive Engineers and Trainmen, effective July 1, 2012, on behalf of employees represented by said Union. The bargaining unit consists of approximately nineteen (19) budgeted, full-time equivalent (FTE) positions, assigned to Tacoma Public Utilities (TPU). The proposed agreement is anticipated to be considered by the Public Utility Board as a resolution on March 27, 2013.

The proposed agreement increases the base wage rates each year of the agreement, July 1, 2012 through July 1, 2016. If a successor bargaining agreement is not reached prior to July 1, 2017, the agreement provides language for cost of living allowance(s) payable each July 1, of 100% of the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) Seattle area all items, June to June index, with a minimum increase of 2 percent and a maximum increase of 4 percent. The agreement also include a one-time ratification payment of \$80,000 to be divided between the members based on hours worked; and an increase to the annual reimbursements allowed for non steel toe boots from \$80 to \$150, for steel toed boots from \$120 to \$200; for gloves up to \$40; and language that employees will contribute toward employee medical premiums in the same manner as other City employees..

8. LIST ALL MATERIAL AVAILABLE AS BACKUP INFORMATION FOR THE REQUEST AND INDICATE WHERE FILED:

Source Documents/Backup Material	Location of Document
Proposed Collective Bargaining Agreement	City Clerk's Office

REQUEST (CONT)

CITY CLERK USE ONLY

Request #:	13503
Ord/Res #:	38655

9. WHICH OF THE CITY'S STRATEGIC GOALS DOES THIS ITEM SUPPORT? (CHECK THE GOAL THAT BEST APPLIES)

- A. A SAFE, CLEAN AND ATTRACTIVE COMMUNITY
- B. A DIVERSE, PRODUCTIVE AND SUSTAINABLE ECONOMY
- C. A HIGH-PERFORMING, OPEN AND ENGAGED GOVERNMENT

10. IF THIS CONTRACT IS FOR AN AMOUNT OF \$200,000 OR LESS, EXPLAIN WHY IT NEEDS LEGISLATIVE APPROVAL:

11. FINANCIAL IMPACT: EXPENDITURE REVENUE

- A. NO IMPACT (NO FISCAL NOTE)
- B. YES, OVER \$100,000, Fiscal Note Attached
- C. YES, UNDER \$100,000, (FISCAL NOTE ATTACHED)

Provide funding source information below:

FUNDING SOURCE: (Enter amount of funding from each source)

Fund Number & Name:	State \$	City \$	Other \$	Total Amount
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If an expenditure, is it budgeted? Yes No **Where? Cost Center:**
Acct #:

TACOMA PUBLIC UTILITIES
3628 South 35th Street
Tacoma, Washington 98409-3192

88655

To: Tadd Wille, Budget Officer
From: Barbara Ostrander, Senior Financial Manager, Management Services
Date: February 27, 2013
Subject: Financial Impact for the Brotherhood of Locomotive Engineers and Trainmen

Background:

A Tentative Agreement between the City of Tacoma and the Brotherhood of Locomotive Engineers and Trainmen Unit (Union) has been reached to implement a successor collective bargaining agreement (CBA) for 2012 – 2017. This bargaining unit consists of 19 to 20 budgeted full-time equivalent (FTE) positions. FTEs are estimated for years not yet budgeted (2015-2016).

Financial Impact:

The agreement calls for cost of living adjustments to be applied on July first of each year.

- Effective July 1, 2012, the hourly rate shall be \$33.74
- Effective July 1, 2013, the hourly rate shall be \$34.84
- Effective July 1, 2014, the hourly rate shall be \$35.94
- Effective July 1, 2015, the hourly rate shall be \$37.04
- Effective July 1, 2016, the hourly rate shall be \$38.14

Effective January 1, 2013, a onetime ratification payment of \$80,000 will be divided between members based on hours worked. The agreement also includes increases to allowances for shoes and gloves totaling \$140 per employee per year.

FTEs	Year	Actual Increase	Budgeted Increase	Impact Fav (UnFav)
20	2012	\$24,199	\$25,071	\$872
19	2013	\$135,276	\$52,398	(\$82,878)
19	2014	\$55,276	\$53,350	(\$1,926)
19	2015 - 2016	\$110,552	N/A	N/A
	Total	\$325,303	N/A	N/A

Concur:


William A. Gaines, Director of Utilities, CEO



TACOMA PUBLIC UTILITIES
3628 South 35th Street
Tacoma, Washington 98409-3192

20655

March 15, 2013

To the Chairman and Members of the Public Utility Board
And
To the Mayor and Members of the City Council

The Management Negotiating Team recommends adoption of the proposed Collective Bargaining Agreement between the City of Tacoma and the Brotherhood of Locomotive Engineers and Trainmen. The agreement covers approximately nineteen (19) budgeted, full time equivalent (FTE) positions assigned at Tacoma Rail. The agreement is anticipated to be considered by the City Council as a Resolution on April 9, 2013.

The proposed agreement provides for an increase to the base wage rates for each year of the agreement, July 1, 2012 through July 1, 2016. The agreement also provides for language that if a successor bargaining agreement is not reached prior to July 1, 2017, that cost of living allowance(s) will be payable each July 1, of 100% of the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) Seattle area all items, June to June index, with a minimum increase of 2 percent and a maximum increase of 4 percent.

Other provisions of the agreement include a one-time ratification payment of \$80,000 to be divided between the members based on hours worked; and an increase to the annual reimbursements allowed for non steel toe boots from \$80 to \$150, for steel toed boots from \$120 to \$200; for gloves up to \$40; and language that employees will contribute toward employee medical premiums in the same manner as other City employees. The employee premium contribution will be effective as soon as practicable after Council adoption of the agreement.

It is recommended that the Public Utility Board and the City Council take the necessary approving action.

Very truly yours,



William A. Gaines
Director of Utilities/CEO



Resolution No. 88655

Adopted: APR 16 2013

Maker of Motion: Campbell

Seconded: Woodards

4/16/13 - continued to
the meeting of
April 30, 2013

Voice Vote:

MEMBERS	AYES	NAYS	ABSTAIN	ABSENT
Mr. Boe	o			
Mr. Campbell	o			
Mr. Ibsen	o			
Mr. Lonergan	o			
Mr. Mello	o			
Mr. Thoms	o			
Ms. Walker	o			
Ms. Woodards	o			
Mayor Strickland	o			

Roll Call Vote:

MEMBERS	AYES	NAYS	ABSTAIN	ABSENT
Mr. Boe				
Mr. Campbell				
Mr. Ibsen				
Mr. Lonergan				
Mr. Mello				
Mr. Thoms				
Ms. Walker				
Ms. Woodards				
Mayor Strickland				