



RESOLUTION NO. 40495

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 four-year Collective Bargaining Agreement between the City and District
3 Lodge #160, on behalf of Local Lodge #282 of the International Association
4 of Machinists and Aerospace Workers, Wastewater Treatment Plant
Maintenance Supervisors' Unit, effective January 1, 2020, through
December 31, 2023.

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

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9 WHEREAS this resolution allows for the execution of a four-year Collective
10 Bargaining Agreement ("CBA") between the City and District Lodge #160, on
11 behalf of Local Lodge #282 of the International Association of Machinists and
12 Aerospace Workers, Wastewater Treatment Plant Maintenance Supervisors' Unit
13 ("Union"), on behalf of the employees represented by said Union, and

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

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18 WHEREAS the CBA will provide for a wage increase of two percent
19 effective January 1 of each year of the agreement, and

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21 WHEREAS other significant changes include: (1) withdrawing the unit from
22 the Western Metal Industry Pension Fund, with the City assuming withdrawal
23 liabilities in accordance with the plan procedures and applicable law; (2) providing
24 that employees hired January 1, 2020 or later, will not be eligible for longevity, and
25 will be required to enroll in the Personal Time Off plan, in lieu of Vacation and Sick
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Leave; (3) clarifying language regarding travel time for callbacks and standby; and
(4) providing changes throughout the agreement for gender neutral language, and

WHEREAS it appears in the best interests of the City that the 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
four-year Collective Bargaining Agreement between the City and District Lodge
#160, on behalf of Local Lodge #282 of the International Association of Machinists
and Aerospace Workers, Wastewater Treatment Plant Maintenance Supervisors'
Unit, effective January 1, 2020, through December 31, 2023, said document to be
substantially in the form of the agreement on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney