



RESOLUTION NO. 40907

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 four-year Collective Bargaining Agreement between the City and the
3 International Association of Sheet Metal, Air, Rail, and Transportation
4 Workers – Transportation Division (SMART-TD), Local 1977 - Yardmasters,
5 consisting of six budgeted full-time equivalent positions, effective retroactive
6 to January 1, 2021, through December 31, 2024.

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

10 WHEREAS this resolution allows for the execution of a four-year Collective
11 Bargaining Agreement (“CBA”) between the City and the International Association
12 of Sheet Metal, Air, Rail, and Transportation Workers – Transportation Division
13 (SMART-TD), Local 1977 - Yardmasters (“Union”), on behalf of the employees
14 represented by said Union, and

15 WHEREAS the bargaining unit consists of approximately six budgeted,
16 full-time equivalent (“FTE”) positions, assigned to Tacoma Public Utilities, and

17 WHEREAS the CBA will provide for a wage increase of 2 percent retroactive
18 to January 1, 2021, and will increase by 2 percent on January 1 of each of the
19 remaining three years of the agreement, and

20 WHEREAS other changes include: (1) effective the first month following the
21 ratification of the CBA, the employee medical insurance premium share will mirror
22 that of other City employees – currently \$50 per month for employee only
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1 coverage and \$100 per month for employee plus family coverage; (2) employees
2 will also be eligible for a continued deferred compensation match of 3 percent, but
3 regardless of Carrier Financial Performance; and in recognition of concessions
4 made during negotiation, each regular Yardmaster will also receive a one-time,
5 lump sum payment of \$2,000; (3) elimination of eligibility for longevity pay for
6 employees hired into the Unit ; (4) discontinuance of the historic “wellness” program
7 which rewarded employees for the non-use of sick leave; (5) a provision to provide
8 for double-time pay for time worked on observed holidays; (6) an updated Letter of
9 Understanding regarding retiree medical coverage; (7) edits to provisions related to
10 union dues necessary to comply with the Janus court decision; and (8) the
11 incorporation of a provision of two hours of overtime pay for training that requires an
12 employee to report to the employer’s facilities on a Yardmaster’s scheduled rest
13 day, and
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17 WHEREAS the CBA was considered and approved by the Public Utility
18 Board at its special meeting of January 12, 2022, and

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

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

23 That the proper officers of the City are hereby authorized to execute the
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four-year Collective Bargaining Agreement between the City and International Association of Sheet Metal, Air, Rail, and Transportation Workers – Transportation Division (SMART-TD), Local 1977 - Yardmasters, effective retroactive to January 1, 2021, through December 31, 2024, 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

Requested by Public Utility Board
Resolution No. U-11301