



RESOLUTION NO. 38982

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Collective Bargaining Agreement negotiated between the City of Tacoma
3 and District Lodge #160, on behalf of Local Lodge #297 of the International
4 Association of Machinists and Aerospace Workers, General Unit.

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

8 WHEREAS the City and District Lodge #160, on behalf of Local Lodge #297
9 of the International Association of Machinists and Aerospace Workers, General
10 Unit ("Union"), have negotiated a proposed Collective Bargaining Agreement
11 ("CBA"), effective January 1, 2012, through December 31, 2016, on behalf of the
12 employees represented by said Union, and

13 WHEREAS the proposed agreement covers 95 budgeted full time equivalent
14 ("FTE") positions, with approximately 71 FTEs assigned to General Government
15 and 24 FTEs assigned to the Department of Public Utilities, and

16 WHEREAS the proposed CBA provides for a wage increase of 1 percent
17 retroactive to January 1, 2012; an increase of 1.5 percent retroactive to January 1,
18 2013; an increase of 2 percent retroactive to January 1, 2014; and provides for
19 wage increases for 2015 and 2016 by an amount equal to 100 percent of the
20 increase in the Consumer Price Index for Urban Wage Earners and Clerical
21 Workers (CPI W), Seattle-Tacoma area, all items, measured from June-June, with
22 a minimum of 2 percent and a maximum of 4 percent, and
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WHEREAS other significant provisions of the CBA include the ability for employees to elect Personal Time Off in lieu of vacation and sick leave; clarification of language in Article 5, Grievance Procedure; clarification of the process and rules regarding overtime assignments; an increase to the tool allowance from \$100 to \$200 for the classification of Vehicle and Equipment Communication Technician; an application of rate of 5 percent for employees assigned to the Wastewater Treatment Plant when performing welding in a confined space; and a title change for the classification of Resource Recovery Mechanic (CSC 5338) to Solid Waste Mechanic, and

WHEREAS the CBA also makes a change in the method of employee contributions to the Western Metal Industry Pension Fund, and provides for a gross wage reduction for all deficit reduction payments, effective July 1, 2013, pursuant to the terms of a December 2012 Memorandum of Agreement between the City and the Union, and

WHEREAS the agreement was considered and approved by the Public Utility Board at its meeting of July 23, 2014, and

WHEREAS it appears in the best interest of the City that the proposed CBA 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 negotiated between the City of Tacoma and District Lodge #160, on behalf of Local Lodge #297 of the International Association



1 of Machinists and Aerospace Workers, General Unit, said document to be
2 substantially in the form of the proposed document on file in the office of the City
3 Clerk.

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5 Adopted _____

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7 _____
8 Mayor

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10 Attest: _____
11 City Clerk

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13 Approved as to form:
14 _____
15 Deputy City Attorney

16 Requested by Public Utility Board
17 Resolution No. U-10710

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