

Letter of Agreement

Between

The City of Tacoma, Department of Public Utilities, Light Division (Tacoma Power)

And

International Brotherhood of Electrical Workers Local 483

Subject: Step Progression for Telecommunications Utility Worker Classification

Effective: _____

The City of Tacoma and IBEW Local 483 Power Union (hereinafter the Parties), enter into this Letter of Agreement (LOA) which shall be attached to the 2017-2021 IBEW 483 Power Collective Bargaining Agreement (CBA) and incorporated as though fully set forth therein.

Background:

1. The Parties previously reached agreement on the transition of impacted classifications from the IBEW Local 483 Click! bargaining unit to the IBEW Local 483 Power bargaining unit. That agreement was memorialized in the “Network Construction Technicians and Workforce Transition Agreement” Letter of Agreement (Transition Agreement), effective March 17, 2020.
2. Under the previous 483 Click! CBA, step increases for the Telecommunications Utility Worker (5516) classification were described in Sections 17.4 and 21.5.b of the 483 Click! CBA. Step increases were non-automatic, and based on merit and specific training criteria.
3. The March, 2020 Transition Agreement retained Section 17.4, but not Section 21.5.b from 483 Click! CBA, leading to potential confusion about step progression for employees in the Telecommunications Utility Worker classification.

Now, therefore, the Parties agree to the following terms:

4. Clause 5, Section 17.4 of the Network Construction Technicians and Workforce Transition Agreement shall be replaced in its entirety to read:

Section 17.4 – Training Incentive Non-probationary employees in this classification must successfully complete a twenty-four (24) hour vocational pole climbing training to advance beyond Step 3 of the pay scale. This training incentive does not affect/change the employee’s hire date and/or anniversary date. Employees must make a written request for the training. Training will be made available within six (6) months of the receipt of a written request.

5. It is the intent of the Parties to incorporate this change into the successor CBA.

This LOA shall be effective upon signature by the Parties. This LOA does not establish a precedent for any future bargaining regarding this or other matters which may be brought forth by both parties.

EXECUTED ON THIS _____ DAY OF _____, 2020.

City of Tacoma

Local 483, International Brotherhood of
Electrical Workers, Light Division
(Tacoma Power)

Jackie Flowers
Director of Public Utilities

Alice Phillips
Business Manager

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Approved as to form:

Cheryl Comer
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