



RESOLUTION NO. 40758

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 one-year Collective Bargaining Agreement between the City and
3 International Brotherhood of Electrical Workers, Local 483, Supervisors'
Unit, effective retroactive to January 1, 2021, through December 31, 2021.

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 a one-year
8 Collective Bargaining Agreement ("CBA") between the City and International
9 Brotherhood of Electrical Workers, Local 483, Supervisors' Unit ("Union"), on
10 behalf of the employees represented by said Union, and

11 WHEREAS the bargaining unit consists of approximately 10 budgeted,
12 full-time equivalent ("FTE") positions, and

13 WHEREAS the CBA will provide for a wage increase of 1 percent,
14 retroactive to January 1, 2021, and

15 WHEREAS language is also included for the classifications of Fire
16 Electrician Maintenance Supervisor (CSC 5271) and Traffic Field Operations
17 Supervisor (CSC 5276) only, if the Collective Bargaining Agreement with
18 International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit,
19 provides for a greater general wage increase than 1 percent for 2021, these
20 classifications will receive an equivalent general wage increase, effective April 1,
21 2021, to prevent possible compression issues with the employees they supervise
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1 who are covered by the Tacoma Power Unit Collective Bargaining Agreement,
2 and

3 WHEREAS other changes include clarifying language in Article 2 – Union
4 Recognition and Dues Deductions, regarding the employment status of City
5 employees who are part of the Union and may desire to act as the Union
6 Business Manager/Representative; changes to reflect legal requirements based
7 on the *Janus v. AFSCME Council 31* court case; updates to language in
8 Article 7 – Non-Discrimination; and changes in Article 8 – Grievance Procedure,
9 to add language regarding an optional grievance mediation step to the
10 procedure, and

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12 WHEREAS the CBA was considered and approved by the Public Utility
13 Board at its special meeting of February 24, 2021, and

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

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

18 That the proper officers of the City are hereby authorized to execute the
19 one-year Collective Bargaining Agreement between the City and International
20 Brotherhood of Electrical Workers, Local 483, Supervisors' Unit, effective
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1 retroactive to January 1, 2021, through December 31, 2021, said document to be
2 substantially in the form of the agreement on file in the office of the City Clerk.

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4 Adopted _____

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Mayor

7 Attest:

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City Clerk

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11 Approved as to form:

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Deputy City Attorney

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15 Requested by Public Utility Board
16 Resolution No. U-11240

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