



TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Human Resources Director
Karen Short, Senior Human Resources Analyst
COPY: City Council and City Clerk
SUBJECT: Resolution authorizing execution of a collective bargaining agreement with the Teamsters Local Union No. 117, Public Assembly Facilities Unit – August 5, 2014
DATE: July 18, 2014

SUMMARY:

A resolution to authorize execution of a collective bargaining agreement negotiated between the City of Tacoma and the Teamsters Local Union No. 117, Public Assembly Facilities (PAF) Unit.

STRATEGIC POLICY PRIORITY:

The requested Resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective, results-oriented organization by providing for wages and other compensation as negotiated in good faith for employees represented by the Teamsters Local Union No. 117, Public Assembly Facilities (PAF) Unit.

BACKGROUND:

The resolution will authorize execution of a proposed 2014-2016 collective bargaining agreement negotiated between the City of Tacoma and the Teamsters Local Union No. 117, Public Assembly Facilities (PAF) Unit. The agreement period covers three years, January 1, 2014, through December 31, 2016, and includes approximately 14 full time equivalent (FTE) positions.

The agreement provides for a wage increases effective upon ratification of 1 percent; and effective July 1, 2015, and July 1, 2016, of 1.5 percent. Other provisions of the agreement include: (1) an increase to the number of days for an employee to file a grievance from twenty (20) days to thirty (30) days; (2) providing the ability for all types of grievances to be appealed to the level of binding arbitration; (3) providing employees the ability to elect Personal Time Off in lieu of traditional Vacation and Sick Leave plans; (4) providing a \$150 per year clothing and footwear stipend for the purchase of work related items; (5) adding language that the department will replace damaged and unserviceable items purchased with the stipend, with prior approval, up to a total of \$100 per employee per calendar year; (6) changing the amount of time required for the City to post tentative working hours from four (4) weeks to two (2) weeks in advance; and (7) language that provides for a contract re-opener if the bargaining unit experiences an increase in health care premium cost sharing that is in excess of the negotiated salary increases.

ISSUE:

Authorization is required to execute the agreement negotiated with the bargaining unit on behalf of the employees represented by said union.



RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve the legislation.

FISCAL IMPACT:

The fiscal impact as provided by the Budget Officer is attached.