

Letter of Agreement
Between
Local No. 483
International Brotherhood of Electrical Workers
(Customer & Field Services Unit)
And
Local No. 483
International Brotherhood of Electrical Workers
(Supervisors Unit)
And
The City of Tacoma

Subject: Transfer of Warehouse Supervisor classification to Local 483 Supervisors Unit

This Letter of Agreement (LOA), made effective the date of certification of the bargaining unit clarification by the Public Employment Relations Commission, is entered into by and between IBEW Local No. 483 representing the Customer & Field Services Unit (CFS) and Supervisors Unit (Supervisors) and the City of Tacoma (the City) collectively referred to as the "Parties".

The classification Warehouse Supervisor (CSC 0305) is currently represented by IBEW Local 483 in the CFS, a horizontal bargaining unit. The two incumbent employees in this classification serve in a first line supervisory capacity to oversee, coordinate, direct, and evaluate assigned personnel. The IBEW Local 483 Supervisors Unit, a horizontal bargaining unit, currently includes five classifications, all of which are regularly assigned supervisory duties. Therefore the Warehouse Supervisor classification is better suited for the Supervisors unit.

During successor negotiations to the 2019-2021 CFS collective bargaining agreement, the City proposed to move the Warehouse Supervisor classification to the Supervisors collective bargaining agreement, where it shares a better community of interest. The Parties agree to, and hereby recognize, the transfer of the Warehouse Supervisor classification to the Supervisors bargaining unit.

Now, therefore, the Parties agree as follows:

1. The City and IBEW Local 483 have begun successor negotiations to the Supervisors collective bargaining agreement which expired on December 31, 2021. During these negotiations, the City and IBEW Local 483 will incorporate applicable work rules into the Local 483 Supervisors agreement, and negotiate any changes to mandatory subjects of bargaining, excluding wage adjustments for calendar year 2022.
2. The City and IBEW Local 483 will maintain the status quo regarding mandatory subjects of bargaining for employees in the Warehouse Supervisor classification during these successor negotiations, unless the City and IBEW Local 483 mutually agree otherwise.
3. Effective and retroactive to January 1, 2022, the Warehouse Supervisor classification will receive a two and one quarter percent (2.25%) general wage increase. Additionally, the Warehouse Supervisor classification will receive a five percent (5.0%) market adjustment, for a

total increase of seven and one quarter percent (7.25%). The parties agree that this adjustment represents the conclusion of wage negotiations for calendar year 2022 for this classification. The resulting wage scale, effective January 1, 2022 is:

Code	A	Classification	Step 1	Step 2	Step 3
0305		Warehouse Supervisor	40.43	42.45	44.57

4. Any grievances on behalf of Warehouse Supervisors pending on or before the effective date of this LOA shall continue to be processed under the CFS collective bargaining agreement grievance procedure, and addressed with IBEW Local 483 representatives until resolved. As of the effective date of this Letter of Agreement, all new grievances on behalf of Warehouse Supervisors shall be processed under the Supervisors collective bargaining agreement grievance procedure and addressed with IBEW Local 483 representatives until resolved.

5. The City and IBEW Local 483 stipulate to the following revised Supervisors bargaining unit description, amending the description ordered by *City of Tacoma, Decision 13205 (PECB, 2020)*:
 All full-time and regular part-time employees working at the City of Tacoma in the following job classes: Customer Accounts Supervisor, Fire Electrical Maintenance Supervisor, Traffic Field Operations Supervisor, Biosolids Supervisor, ~~and~~ Solid Waste Collection Supervisor, and Warehouse Supervisor; excluding: confidential employees and all other employees.

6. The City and IBEW Local 483 stipulate to the following revised CFS bargaining unit description:
 All full-time and regular part-time employees working at the City of Tacoma in the following job classes: Customer Service Representative, Lead Customer Service Representative, Technical Customer Service Representative, Mail & Stock Processor, Senior Mail & Stock Processor, Meter Reader, Advanced Meter Field Investigator, ~~Warehouse Supervisor~~, and Workforce Coordinator; excluding: confidential employees and all other employees.

This LOA is effective upon signature and certification of the revised units by the Public Employment Relations Commission.

For IBEW Local 483

 Alice Phillips, Business Manager

For the City of Tacoma

 City Manager

 Human Resources Director

 Senior Labor Relations Manager

 Approved as to form