



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Human Resources Senior Analyst
Gary Buchanan, Human Resources Director
Kari Louie, Benefits Manager

COPY: City Council and City Clerk

SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Yard Clerk Unit – January 2, 2018

DATE: December 5, 2017

SUMMARY:

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Yard Clerk Unit.

STRATEGIC POLICY PRIORITY:

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation for employees represented by the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Yard Clerk Unit.

BACKGROUND:

The resolution will authorize execution of a 2017-2019 Collective Bargaining Agreement negotiated with the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Yard Clerk Unit. The agreement has been scheduled for consideration by the Public Utility Board as a resolution on December 13, 2017. There are currently 5 full-time, budgeted positions in the bargaining unit, assigned within Tacoma Public Utilities, Rail Division.

The agreement covers three years, and provides for wage increases in each year of the agreement. A wage increase effective September 18, 2017, to \$34.72 per hour; a wage increase effective January 1, 2018, to \$35.57; and an increase effective January 1, 2019, to \$36.47. In addition, the agreement provides for a one-time lump sum payment of \$1,000 to each employee in the Yard Clerk classification; and in accordance with the Western Metal Industry Pension Fund Rehabilitation Plan – Preferred Schedule, effective July 1 of 2018 and 2019, employees will forgo an additional amount of their wages toward a supplemental rate increase.

Other changes to the agreement include the addition of a City match to 457(b) deferred compensation contributions of Yard Clerks up to 3 percent; and a change from a reimbursement to an allowance for work boots, with an increase to the annual amount from \$175 to \$300 per employee. The agreement also provides the employer the ability to force the junior Yard Clerk to work in the event they are unable to fill a vacancy.

ISSUE:

Authorization is required to execute the Collective Bargaining Agreement as negotiated with the bargaining unit on behalf of the employees represented by the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact has been provided by the Management Services Office.