



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Dylan Carlson, Labor Relations Division Manager  
Karen Short, Senior Human Resources Consultant  
Shelby Fritz, Director, Human Resources  
Kari Louie, Assistant Director, Human Resources  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution – Authorize 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, Tacoma Rail Mechanics Unit – March 26, 2024  
**DATE:** March 1, 2024

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**SUMMARY AND PURPOSE:**

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, Tacoma Rail Mechanics Unit.

**BACKGROUND:**

The resolution will authorize the execution of a Collective Bargaining Agreement (CBA) as negotiated with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Tacoma Rail Mechanics Unit. The CBA has been scheduled for consideration by the Public Utility Board as a resolution on March 13, 2024, and will be scheduled for consideration by the City Council as a resolution on March 26, 2024.

The three-year agreement covers approximately 15 budgeted, full-time equivalent positions located within Tacoma Public Utilities. It includes a wage increase in each year of the agreement. Retroactive to January 1, 2024, an increase of 2.75 percent plus a 2.25 percent market adjustment for a total increase of 5 percent will be provided; effective January 1, 2025, an increase of 2.75 percent plus a 2.25 percent market adjustment for a total increase of 5 percent will be provided; and effective January 1, 2026, an increase of 3 percent plus a 2 percent market adjustment for a total increase of 5 percent will be provided.

Other changes to the agreement include: an increase to the amount paid for an annual safety footwear allowance from \$350 to \$400; the addition of a reimbursement provision for prescription safety eyewear up to \$225; clarification of language around the annual vacation bidding process; and the addition of language that requires an employee to provide a minimum of 1 hour notice of an absence in order to qualify for an MPSL designation.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The agreement has been reached with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit and has been bargained in good faith.



**2025 STRATEGIC PRIORITIES:**

**Economy/Workforce:** Moderate Opportunity

**Explain how your legislation will affect the selected indicator(s).**

This legislation supports the responsible and sustainable management of City funds.

**ALTERNATIVES:**

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the Collective Bargaining Agreement	N/A	unknown

**EVALUATION AND FOLLOW UP:**

**STAFF/SPONSOR RECOMMENDATION:**

Authorization from the City Council by resolution is required to execute the Letter of Agreement with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit.

**FISCAL IMPACT:**

Fiscal impact information is provided by the Budget Office. Department Directors are responsible for adhering to their overall levels of appropriation.

**What Funding is being used to support the expense?**

**Are the expenditures and revenues planned and budgeted in this biennium’s current budget?**

Yes

**Are there financial costs or other impacts of not implementing the legislation?**

No

**Will the legislation have an ongoing/recurring fiscal impact?**

YES

**Will the legislation change the City’s FTE/personnel counts?**

No

**ATTACHMENTS:**

Collective Bargaining Agreement

Fiscal Impact Memorandum