



**TO:** Elizabeth Pauli, City Manager

**FROM:** Karen Short, Senior Human Resources Analyst, Human Resources  
Bill Fosbre, City Attorney  
Dylan Carlson, Senior Labor Relations 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 & Aerospace Workers, Local 160, General Unit – December 3, 2019

**DATE:** November 8, 2019

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**SUMMARY:**

A resolution authorizing the execution of a Collective Bargaining Agreement, negotiated with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists & Aerospace Workers, Local 160, General Unit, effective January 1, 2020, through December 31, 2023.

**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 compensation and benefits as negotiated in the Collective Bargaining Agreement with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists & Aerospace Workers, Local 160, General Unit.

**BACKGROUND:**

The resolution will authorize the execution of a 2020-2023 Collective Bargaining Agreement (CBA) as negotiated with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists & Aerospace Workers, Local 160, General Unit. The agreement covers approximately 93 full-time, budgeted positions, and is scheduled for consideration by the Public Utility Board as a resolution on November 13, 2019.

The agreement covers four years, and provides for a wage increase in each year of the agreement. Effective January 1 of each year of the agreement, 2020-2023, the base wage rates will increase by 2 percent.

Other significant changes in the agreement include:

1. Withdrawal of the unit from the Western Metal Industry Pension Fund, with the Employer assuming withdrawal liabilities in accordance with plan procedures and applicable law.
2. Employees hired January 1, 2020 or later, will not be eligible to participate in the longevity program.
3. Unused compensatory time off will be paid out at the end of the year in which it was earned.
4. Employees hired on January 1, 2020 or later, will be required to enroll in the Personal Time Off Plan, in lieu of Vacation and Sick Leave Plans.
5. Eliminating language that required mutual agreement between the Employer and the Union before changes could be made to hours and days of work, start times, and alternative work schedules.
6. Replacing specific times for emergency shifts with language stating generally that emergency shifts will be for twelve hours, providing greater flexibility in scheduling.



7. Adding Welder to the classifications that will receive a five percent application of rate when assigned to work in a lead capacity.
8. Other language changes made to promote operational efficiencies, including adding clarifying language that call back and standby travel time does not count toward the two-hour minimum of work required to receive the overtime meal allowance, and that an employee working scheduled overtime at any time is not eligible for the meal allowance, and reorganizing the Waste Water Treatment Plant Maintenance classification series in Environmental Services that will eliminate steps from two classifications, add a fourth mid-series classification, and add language on how current employees will be placed on the revised pay scales and promoted into the new classification.
9. Changes throughout the agreement to provide for gender neutral language.

**RECOMMENDATION:**

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

**FISCAL IMPACT:**

Fiscal impact information is provided by the Office of Management and Budget. Department Directors will be responsible for adhering to their overall level of appropriation.