



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Human Resources Senior Analyst
Bill Fosbre, City Attorney
Gary Buchanan, Human Resources Director
Kari Louie, Senior Compensation & Benefits Manager

COPY: City Council and City Clerk

SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Click! Unit – April 24, 2018

DATE: April 5, 2018

SUMMARY:

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Click! 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 International Brotherhood of Electrical Workers, Local 483, Click! Unit.

BACKGROUND:

The resolution will authorize execution of a 2017-2018 Collective Bargaining Agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Click! Unit. The agreement has been scheduled for consideration by the Public Utility Board as a resolution on April 11, 2018. There are currently 59 full-time, budgeted positions in the bargaining unit assigned within Tacoma Public Utilities.

The agreement covers a two year period, and provides for a wage increase in each year of the agreement. Retroactive to January 1, 2017, wages will increase by 2 percent; and retroactive to January 1, 2018, wages shall increase by 3 percent. In addition, an employee who was active as of the date of ratification of the agreement on January 22, 2018, and in a frozen wage rate, will receive a one-time lump sum payment of \$1,000 upon ratification of the agreement, and another one-time lump sum payment of \$1,000 if their wages remain frozen after the 2018 wage increase is applied.

Other changes to the agreement include the inclusion of language from several letters of agreement that have been incorporated into the body of the collective bargaining agreement, and the addition of standard language regarding time off and benefits to Appendix B.

The City and the Union also recognize that there are pending legal challenges to the Click! Network’s continued operations that may be resolved through a court order or settlement that could have significant impacts on the Click! organization. The City and the Union both agree to reopen the agreement in order to negotiate the implementation of any required changes that may be necessary due to a court order or settlement agreement.

ISSUE:

Authorization is required to execute the Collective Bargaining Agreement as negotiated with the bargaining unit on behalf of the employees represented by International Brotherhood of Electrical Workers, Local 483, Click! 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.