



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Dylan Carlson, Senior Labor Relations Manager  
Karen Short, Senior Human Resources Analyst, Human Resources  
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 with the International Association of Sheet Metal, Air, Rail, and Transportation Workers – Transportation Division (SMART-TD), Local 1977 – Yardmasters – January 25, 2022  
**DATE:** January 6, 2022

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**SUMMARY AND PURPOSE:**

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the International Association of Sheet Metal, Air, Rail, and Transportation Workers – Transportation Division (SMART-TD), Local 1977 – Yardmasters, effective January 1, 2021, through December 31, 2024.

**BACKGROUND:**

The resolution will authorize execution of the Collective Bargaining Agreement as negotiated with the International Association of Sheet Metal, Air, Rail, and Transportation Workers – Transportation Division (SMART-TD), Local 1977 – Yardmasters. The agreement is for four years and covers approximately 6 budgeted, full-time equivalent (FTE) positions within Tacoma Public Utilities. The Collective Bargaining Agreement will be considered by the Public Utility Board as a resolution on January 12, 2022.

The Agreement provides that the journey-level Yardmaster hourly base wage will be increased by 2 percent retroactive to January 1, 2021 and will increase by 2 percent on January 1 of each of the remaining three years of the agreement. Effective the first of the month following ratification of the agreement, the employee medical insurance premium share will mirror that of other City employees – currently \$50/month for employee only coverage and \$100/month for employee plus family coverage. Employees will also be eligible for a continued deferred compensation match of 3 percent, but regardless of Carrier financial performance; and in recognition of concessions made during negotiation, each regular Yardmaster will also receive a one-time, lump sum payment of \$2,000.

Other changes in the agreement include the elimination of eligibility for longevity pay for employees hired into the Unit; the discontinuance of the historic “wellness” program which rewarded employees for the non-use of sick leave; a provision to provide for double-time pay for time worked on observed holidays; an updated Letter of Understanding regarding retiree medical coverage; edits to provisions related to union dues necessary to comply with the Janus court decision; and the incorporation of a provision of 2 hours of overtime pay for training that requires an employee to report to the employer’s facilities on a Yardmaster’s scheduled rest day.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The agreement has been reached with the International Association of Sheet Metal, Air, Rail, and Transportation Workers – Transportation Division (SMART-TD), Local 1977 – Yardmasters, 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 is required to authorize execution of the Collective Bargaining Agreement with the International Association of Sheet Metal, Air, Rail, and Transportation Workers – Transportation Division (SMART-TD), Local 1977 – Yardmasters.

**FISCAL IMPACT:**

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

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

Participating department will be responsible for continuing costs.

**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?**

YES

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

YES

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

No

**ATTACHMENTS:**

1. Collective Bargaining Agreement
2. Fiscal Impact Memorandum