



## RESOLUTION NO. 40184

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 three-year Collective Bargaining Agreement between the City and the  
3 District Lodge #160, on behalf of Local Lodge #297 of the International  
4 Association of Machinists and Aerospace Workers, Rail Track Workers Unit,  
5 effective retroactive to January 1, 2018, through December 31, 2020.

6 WHEREAS the City has, for years, adopted the policy of collective  
7 bargaining between the various labor organizations representing employees and  
8 the administration, and

9 WHEREAS this resolution allows for the execution of a three-year Collective  
10 Bargaining Agreement (“CBA”) between the City and the District Lodge #160, on  
11 behalf of Local Lodge #297 of the International Association of Machinists and  
12 Aerospace Workers, Rail Track Workers Unit (“Union”), on behalf of the employees  
13 represented by said Union, and

14 WHEREAS the bargaining unit consists of approximately 8 budgeted,  
15 full-time equivalent (“FTE”) positions, and

16 WHEREAS the CBA will provide for a wage increase in each year of the  
17 agreement, and

18 WHEREAS, effective retroactive to January 1, 2018, wages for the  
19 bargaining unit will increase by 3 percent; effective January 1, 2019, wages  
20 increase by 3.6 percent, and the classifications of Railway Track Maintenance  
21 Worker (CSC 7120) and Railway Track Supervisor (CSC 7121) will receive an  
22 additional \$.50 per hour at the top step; and the classification of Railway Track  
23 Inspector (CSC 7119) will receive an additional \$.66 per hour at the top step; and  
24 effective January 1, 2020, wages will increase by 3 percent, and  
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WHEREAS other changes include: (1) a change from a reimbursement to an annual allowance for safety related footwear, rain gear and work clothing, (2) an increase to the meal reimbursement rate to \$15 per meal, and (3) employees hired after the ratification date of the agreement will not be eligible for longevity pay, and

WHEREAS the Agreement also commits Tacoma Rail to withdraw affected members from the Western Metal Industry Pension Fund ("WMIPF"), and assume all withdrawal liabilities in accordance with plan procedures and applicable law, which liabilities are estimated to be in a range of \$2,110,000 for a one-time payment, or \$37,000 a year for 20 years, and

WHEREAS the final withdrawal liabilities will be determined by WMIPF and presented in an estimate of withdrawal payment schedule following a formal extrication notice to the trustees, and Rail has included an amount in its budget to cover the projected annual payment amount, and

WHEREAS it appears in the best interests of the City that the CBA negotiated by said Union and the City be approved; Now, Therefore,

**BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:**

That the proper officers of the City are hereby authorized to execute the three-year Collective Bargaining Agreement between the City and the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Rail Track Workers Unit, effective retroactive to January 1, 2018, through December 31, 2020, said document to be substantially in the form of the agreement on file in the office of the City Clerk, including the



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necessary documents that need to be executed to withdraw the bargaining unit from the Western Metal Industry Pension Fund.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

\_\_\_\_\_  
City Clerk

Approved as to form:

\_\_\_\_\_  
Deputy City Attorney

Requested by Public Utility Board  
Resolution No. U-11043