



RESOLUTION NO. 41136

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 three-year Collective Bargaining Agreement between the City and the
3 International Brotherhood of Electrical Workers, Local 483, Custodial and
4 Building Maintenance Unit, consisting of 26 budgeted, full-time equivalent
5 positions, effective retroactive to January 1, 2023, through December 31,
6 2025.

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

10 WHEREAS this resolution allows for the execution of a three-year Collective
11 Bargaining Agreement (“CBA”) between the City and the International Brotherhood
12 of Electrical Workers, Local 483, Custodial and Building Maintenance Unit
13 (“Union”), on behalf of the employees represented by said Union, and

14 WHEREAS the bargaining unit consists of approximately 26 budgeted, full-
15 time equivalent positions, and

16 WHEREAS, effective retroactive to January 1, 2023, the CBA will provide for
17 a general wage increase of 2.5 percent, a market-based adjustment of 5.5 percent
18 for the classification of Custodian, and a 2.5 percent adjustment for the
19 classification of Building Maintenance Worker, and

20 WHEREAS, effective January 1, 2024, the CBA will provide for a general
21 wage increase of 2.75 percent, and a market-based adjustment of 1.5 percent for
22 the Custodian and Building Maintenance Worker classifications, and effective
23 January 1, 2025, a general wage increase of 2.75 percent will be provided, and
24
25
26



1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

WHEREAS the classification of Assistant Building Maintenance Supervisor will maintain the current indexing of 20 percent above the classification of Building Maintenance Worker, and

WHEREAS other changes include: (1) adding language providing a minimum of two weeks' notice to an employee of a permanent shift change; (2) clarifying that overtime will be paid to part-time employees after 40 hours in a paid status within a work week; (3) increases to the amounts paid for the annual allowance for required footwear; and (4) the inclusion of the Juneteenth holiday into the CBA, and

WHEREAS the CBA was considered and approved by the Public Utility Board at its meeting of January 25, 2023, 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:

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

That the proper officers of the City are hereby authorized to execute the three-year Collective Bargaining Agreement between the City and the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit, consisting of 26 budgeted full time equivalent positions, effective retroactive to January 1, 2023, through December 31, 2025, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

Requested by Public Utility Board
Resolution No. U-11368