



## RESOLUTION NO. 39692

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 three-year Collective Bargaining Agreement between the City and District  
3 Lodge #160, on behalf of Local Lodge #282 of the International Association  
4 of Machinists and Aerospace Workers, Supervisors' Unit, effective  
5 retroactive to January 1, 2017, through December 31, 2019.

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 District Lodge #160, on  
11 behalf of Local Lodge #282 of the International Association of Machinists and  
12 Aerospace Workers, Supervisors' Unit ("Union"), on behalf of the employees  
13 represented by said Union, and

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

16 WHEREAS the CBA provides for the following wage increases: an increase  
17 of 2.25 percent effective April 3, 2017, which will correspond with the date for a  
18 change of how employee contributions to the supplemental pension plan with the  
19 Western Metal Industry Fund are calculated and administered; an increase of  
20 2.25 percent effective January 1, 2018; and an increase of 2.25 percent effective  
21 January 1, 2019, and

22 WHEREAS active employees as of the date of ratification of the CBA will  
23 receive a one-time lump sum payment of \$500, and  
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WHEREAS other changes include: (1) changes to the grievance language, stating that each party is responsible for the costs related to development and presentation of their respective cases in arbitration; (2) clarifying language relating to hours of work and overtime; (3) the ability for employees to request approval of reimbursement of certification renewals where the certification is job-related; and (4) moving contract language relating to time off and benefits to Appendix B, 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 District Lodge #160, on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, Supervisors' Unit, effective retroactive to January 1, 2017, through December 31, 2019, 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