

**LETTER OF AGREEMENT**  
**Between**  
**City of Tacoma**  
**and**  
**International Brotherhood of Electrical Workers, Local 483**

**Subject: *Network Construction Technicians***  
***and Workforce Transition Agreement***

**Date: \_\_\_\_\_**

This Letter of Agreement (LOA) is by and between the City of Tacoma (City and/or Employer), and the IBEW Local 483, herein referred to as “the Parties”.

The LOA describes the Parties’ agreement regarding the transition plan for the following classifications: Telecommunications Utility Worker (5516), Telecommunications Network Construction Technician (5540), and Telecommunications Network Technician (5543), herein referred to as “Impacted Classifications”.

**Background**

Pursuant to Resolution 40468, the Tacoma City Council has authorized execution of the Click! Business Transaction Agreement. It is expected the City of Tacoma will cease to be the operator of the Click! Network during calendar year 2020.

Tacoma Power will retain ownership of the HFC (Hybrid Fiber Coax) network and will continue to maintain the HFC network in order to manage Tacoma Power infrastructure. This work has historically been performed by employees in the Impacted Classifications and is anticipated to be assigned within the Tacoma Power Transmission and Distribution Section.

**Agreement**

Now, therefore, the Parties agree to the following terms:

**Clause 1. Representation:**

The Impacted Classifications are currently represented by the IBEW Local 483 Click! bargaining unit. The execution of the Click! Business Transaction Agreement represents a significant change in circumstances impacting the community of interest of the Impacted Classifications. At the request of the incumbents in the position, the City recognizes IBEW Local 483 Power as an appropriate bargaining unit.

IBEW Local 483 Click! will cease to be the authorized bargaining representative for the Impacted Classifications. The City will voluntarily recognize IBEW Local

483 Power as the authorized bargaining representative for the Impacted Classifications. Any grievances pending on or before the effective date of this Letter of Agreement shall continue to be addressed by IBEW Local 483 Click! representatives and processed under the IBEW Local 483 Click! grievance procedure until resolved. As of the effective date of this Letter of Agreement, all new grievances shall be resolved with IBEW Local 483 Power.

This change in representation shall be effective upon Council ratification *and* certification of the new unit by the Public Employment Relations Commission.

Clause 2. Seniority:

The parties agree to the following terms regarding seniority for the purposes of layoff of employees in the classifications of Telecommunications Utility Worker (5516), Telecommunications Network Construction Technician (5540), and Telecommunications Network Technician (5543).

Tacoma Municipal Code 1.24.900.B provides that in the event of layoff, where seniority does not establish a definite seniority differential, the order of layoff shall be determined by the relative standing on the eligible list from which appointed. Because some employees listed below in the Impacted Classifications share the same seniority dates as a result of a non-competitive appointment to their classification, the Parties agree to use initial hire date with the City to break any ties in Seniority. The classification seniority date and initial hire date for employees is listed below for convenience.

Employee Name	CSC	Job Title	Class Seniority Date	Initial Hire Date
Raymond Pia	5516	Telecom Utility Worker	1/1/2003	9/28/1998

Employee Name	CSC	Job Title	Class Seniority Date	Initial Hire Date
Thomas West	5540	Telecom Network Const Tech	9/11/2000	1/12/1998
Kenneth Bagley	5540	Telecom Network Const Tech	9/11/2000	2/23/1998
Joseph Elliott	5540	Telecom Network Const Tech	9/11/2000	4/20/1998
Christopher Bodine	5540	Telecom Network Const Tech	8/20/2018	9/23/2008

Employee Name	CSC	Job Title	Class Seniority Date	Initial Hire Date
Timothy Hogan	5543	Telecom Network Technician	9/11/2000	2/17/1998
Craig Taylor	5543	Telecom Network Technician	9/11/2000	2/23/1998
Randy Sherman	5543	Telecom Network Technician	9/11/2000	3/9/1998
Todd Swiger	5543	Telecom Network Technician	9/11/2000	4/13/1998
John Clements	5543	Telecom Network Technician	9/11/2000	4/20/1998

Clause 3. Classification Consolidation and Compensation

In order to meet the evolving business needs of the City, the City will consolidate the Telecommunications Network Construction Technician (5540), and Telecommunications Network Technician (5543) into a single classification. That new classification will be the Network Construction Technician (5540) classification. For incumbent employees in the Telecommunications Network Technician (5543) classification, the City may petition the Civil Service Board for a noncompetitive appointment consistent with Tacoma Municipal Code 1.24.570.

The revised Network Construction Technician (5540) classification will include, as a minimum qualification, that employees obtain a valid Class A Commercial Driver’s License (CDL) prior to the completion of probation, with maintenance thereafter.

Current employees appointed to the revised Network Construction Technician (5540) classification will have up to nine (9) months following appointment to the classification to obtain a CDL, with maintenance thereafter. Should an employee be unable to obtain or maintain a CDL due to a medical condition, the City will continue to follow the Americans with Disabilities Act, and participate in the interactive reasonable accommodation process where appropriate. Such training will occur at the employer’s expense and at a date and location as determined by management. Once an employee obtains their CDL, City policies and all applicable federal and state law requirements regarding employees with CDLs who drive a City of Tacoma vehicle will apply, including but not limited to alcohol and substance abuse testing requirements.

The revised Network Construction Technician (5540) classification will include, as a minimum qualification, that employees complete Fiber Optics 1-2-3 training and obtain Electronics Technicians Association (ETA) Fiber Optics Installer (FOI) certification within twelve (12) months of appointment. Such training will occur at the employer’s expense and at a date and location as determined by management.

Wages for the revised Network Construction Technician (5540) classification shall be established effective April 1, 2020 as follows. Wage scale calculations include the twenty-five cent Retirement Health Savings (RHS) contribution. Rates are shown with the twenty-five cents subtracted.

Code	A	Job Title	1	2	3	4	5	OT	BARG	Notes
55400		Network Construction Technician	<del>28.56</del> 34.30	<del>29.99</del> 36.02	<del>31.49</del> 37.81	<del>33.07</del> 39.70	<del>34.72</del> 41.68	C	L	+ .25 to RHS

In recognition of employee tenure and previous relevant experience, employees appointed to the revised Network Construction Technician (5540) classification will be placed at a salary step as follows.

Employee Name	4/1/2020 Salary Step Placement
Thomas West	Step 4, Network Construction Tech
Kenneth Bagley	Step 4, Network Construction Tech
Joseph Elliott	Step 4, Network Construction Tech
Christopher Bodine	Step 2, Network Construction Tech
Timothy Hogan	Step 4, Network Construction Tech
Craig Taylor	Step 4, Network Construction Tech
Randy Sherman	Step 4, Network Construction Tech

These employees will be subject to a six (6) month probationary period and shall be eligible to progress to the next step six (6) months following appointment and every twelve (12) months thereafter, if applicable.

Effective April 1, 2020, wages for the revised Network Construction Technician (5540) classification will be further increased by two and one quarter percent (2.25%), consistent with Section 20.2 of the IBEW Local 483 Power CBA.

The revised Network Construction Technician (5540) classification will be classified, overtime category C, eligible for longevity, and represented by the IBEW Local 483 Power bargaining unit pursuant to Clause 1, above, subject to Council approval. RHS contributions will not be deducted retroactively.

Clause 4. Telecommunications Utility Worker classification

Wages for the Telecommunications Utility Worker (5516) classification shall be established effective April 1, 2020 as follows. Wage scale calculations include the twenty-five cent Retirement Health Savings (RHS) contribution. Rates are shown with the twenty-five cents subtracted.

Code	A	Job Title	1	2	3	4	5	OT	BARG	Notes
55160		Telecommunications Utility Worker	<del>20.15</del> 22.02	<del>21.16</del> 23.13	<del>22.21</del> 24.30	<del>23.32</del> 25.53	<del>24.49</del> 26.82	C	L	+ .25 to RHS

Effective April 1, 2020, wages for the Telecommunications Utility Worker (5516) classification will be further increased by two and one quarter percent (2.25%), consistent with Section 20.2 of the IBEW Local 483 Power CBA.

No later than October 1, 2020, incumbent employee Raymond Pia will be offered, in writing, the opportunity to promote to the revised Network Construction

Technician (5540) classification. Mr. Pia will have ten (10) business days from the date of the written offer to notify his supervisor in writing if he wishes to promote.

The Telecommunications Utility Worker (5516) classification will be classified, overtime category C, eligible for longevity, and represented by the IBEW Local 483 Power bargaining unit pursuant to Clause 1, above, subject to Council approval. RHS contributions will not be deducted retroactively.

## Clause 5. Work Rules

In order to provide continuity of operations, Articles 10, 13, 17, and 19 of the IBEW Local 483 Click! CBA are incorporated into this LOA as amended below. Except as specifically modified by this document, work rules shall be governed the IBEW Local 483 Power Division CBA. In the event of a conflict, this document shall prevail. It is the intent of the parties to incorporate these work rules into a successor CBA.

### ARTICLE 10 – SELECTION OF PERSONNEL

#### Section 10.1 – Lead Positions

- a. Employees who are interested in the assignment of duties associated with the lead application of rate shall sign up on a standing interest list which shall be posted.
- b. Selection will be made from within each classification for the respective lead positions.
- c. Employees must have permanent status to be considered for Lead positions.
- d. Selections shall be based on the following:
  - Knowledge
  - Skills
  - Abilities
  - If all factors are equal, seniority shall prevail
- e. Employees covered by this agreement who are designated by Management as Lead shall receive an additional ten percent (10%) above their current step for a minimum of two (2) hours.

#### Section 10.2

- a. When three (3) or more ~~Telecommunications~~ Network Construction Technicians, ~~Telecommunications Network Technicians, or Telecommunications Utility Workers, or~~ contractors working in composite crews performing underground or aerial HFC construction work are scheduled by management to work at a single site and carry out coordinated work activities, one (1) employee will be designated as Lead and will receive the applications of rate. Management may also choose to designate leads in other situations.
- ~~b. When three (3) or more Telecommunications Technician I's are scheduled by management to work at a single site and carry out coordinated work activities, one (1) employee will be designated as Lead and will receive the application of rate. Management may also choose to designate leads in other situations.~~

Section 10.3 Notwithstanding anything contained herein, Management need not consider the request of an employee who does not possess the knowledge, skill, adaptability and physical ability required for the job for which the application is made.

Section 10.4 In the event that an employee with the greatest seniority is not selected for a lead position, Management shall, upon written request of the employee, submit in writing the reason(s) for the choice and identify areas for improvement.

## ARTICLE 13 – GENERAL WORKING RULES

### Section 13.1 – Training

- a. When selecting personnel for training necessary for the classification, consideration will be given to classification seniority.
- ~~b. Non probationary employees may apply to CLICK! for a 75% tuition payment for the Installer/Technician training module through the National Cable Television Institute (NCTI). NCTI courses are to be completed by employees on their own time. Upon course completion, the employee is eligible to be reimbursed for the up front tuition payment of 25%.~~
- ~~— The last paycheck of any employee who voluntarily leaves CLICK! within eighteen (18) months of NCTI course completion will be reduced by the amount of tuition paid by CLICK!.~~
- c. Annual membership dues for the Society of Cable Telecommunications Engineers (SCTE) will be paid for by the City for employees who wish to join. Employees pursuing SCTE certification will be reimbursed for one certification exam at each level upon attaining a passing score. SCTE meetings and exams are to be completed by employees on their own time.
- d. To encourage career development and advancement, employees may be assigned by management to ride along with and observe the work of other employees. Employees covered by this agreement that participate in such activities will be paid at the current rate for the participating employee's particular classification. Providing assistance to the other employees that is of an incidental or minor nature shall not constitute work out of class.
- e. Training provided by the City of Tacoma shall be made available to all employees and employees may request the training through their supervisor.

~~Section 13.2 Board and lodging shall be furnished for all employees sent temporarily to work sites where commuting is impractical. When necessary, overnight board and lodging shall be as provided for in Tacoma Municipal Code section 1.12.100.~~

Section 13.3 It is the policy of the City of Tacoma to pay employees on a bi-weekly basis. On those occasions when payday falls on a holiday, the policy of the City is to pay the employees on the preceding day.

In the event a discrepancy should occur in an employee's paycheck, the Department shall forthwith take steps to adjust the error, which in most instances will be reflected in the check of the following pay period.

Section 13.4 An employee temporarily designated to perform the work of a higher classification shall receive a two (2) hour minimum at the rate of pay for the higher classification.

~~Section 13.5 Employees relieved from duty during the first half of their regular shift shall receive not less than one half (1/2) day's pay; if relieved from duty after having been on duty more than one half (1/2) day, they shall be paid for a full day. This section shall not apply to employees relieved from duty for cause or at their own request.~~

~~Section 13.6 Unsafe Conditions and/or Equipment If an employee is unable to complete an assignment he shall immediately contact the supervisor to receive further instructions. Special note must be made of extraordinary hazards and this information must be given to all persons that are later required to do the same job. The reasons for not completing the work must be put in writing and be~~

~~given to the supervisor by the end of the shift. The employee shall not be disciplined for turning down a job that he believes is unsafe.~~

Section 13.7 – Shift Changes Permanent changes in shifts shall be posted for a minimum of seven (7) days and bid in order of seniority. Employees, within their classification, shall be permitted to change days, standby and/or shifts among themselves, with the consent of the supervisor provided the Department incurs no extra expense.

Section 13.8 – Time Off An employee shall be entitled to take time off from their regularly scheduled shift equal to their earned vacation or PTO accrual. All planned time off and vacation shall be scheduled by seniority, provided that application made after March 1 of each year shall be scheduled subject to availability of relief. PTO and vacation leave shall be scheduled so as to meet the operating requirements of the City and, as far as practicable, the preferences of the employees.

~~Section 13.9 – Daylight Saving Time Transition Employees on shift during the transition to and from daylight saving time will receive pay for the actual number of hours worked on the affected shift. All leave will be charged based on the number of hours scheduled to work.~~

Section 13.10 – Overtime rules shall be consistent with the 483 Power CBA Sections 14.3(a) (b) (c) (d) (e) and (f) unless otherwise stated below.

- a. Overtime will be offered to permanent employees on a voluntary basis. In the event an insufficient number of employees volunteer for overtime work, other qualified employees in the T&D section shall be offered the overtime. If at that time there is still an insufficient number of employees to perform the work, the work shall be assigned in inverse order of seniority. Management will attempt to distribute overtime work in an equitable manner. Based on weekly records, permanent employees with the least amount of overtime shall be offered the overtime first. Current records of overtime shall be made available to employees and the Union upon reasonable request.
- b. An employee called to perform overtime work shall be paid from the time he/she reports to the Administration Building or the job site, as they are assigned.
- c. Overtime may be paid in the form of wages, equivalent compensatory time off or a combination thereof. Compensatory time may only be earned with prior approval from the Power Superintendent or their designee. Any unused compensatory time will be paid out at the end of the year in which it is earned. All accruals of compensatory time shall be in compliance with the Fair Labor Standards Act or qualify for its exemptions.
  1. The overtime rate of two (2) times the straight time rate of pay shall be paid for all hours worked in excess of the employee's scheduled shift (workday) or any hour worked over 40 hours per week.
- d. An employee called back from scheduled vacation/PTO shall be compensated at the overtime rate of pay.
- ~~e. When a City observed holiday falls outside an employees' scheduled work shift, the employee shall receive eight (8) hours of pay at the straight time rate for the holiday. When an employee is scheduled to work on a City observed holiday, he/she shall receive eight (8) hours of holiday pay at the straight time rate and one and one half (1 ½) the straight rate of pay for actual hours worked.~~

~~For the employees in the classification of Network Operations Center (NOC) Technician, assigned to the Network Service Assurance (NSA) section, the holiday shall mean the national observance day.~~

For all other personnel in the classifications of Network Operations Center (NOC) Technician, Telecommunications Technician I's, Telecommunications Construction Technician, Telecommunications Network Technician and Telecommunications Utility Workers, it shall mean the City observance day.

- f. A minimum of two (2) hour's overtime pay shall be allowed for work outside an employee's regular shift unless the overtime immediately precedes their shift by less than two (2) hours or follows the regular shift.

Section 13.11 – Meal Allowances

- ~~a. In addition to an unpaid lunch period during a regularly scheduled shift, an employee who works four (4) hours before or four (4) hours after their normal shift shall be eligible for a meal allowance of \$15.00. Meal allowances will be paid at 4 hour intervals only for work outside the regularly scheduled shift.~~
- ~~b. The meal allowance will be added to the employee's time card and will be paid with the regular payroll.~~

Section 13.12 – Adequate time will be allowed for employees to complete assigned job tasks to the quality and standard expected by management.

Section 13.13 Clothing Allowance.

- a) All permanent employees in the classifications of Telecommunications Utility Worker, and ~~Telecommunications~~ Network Construction Technician shall receive \$400 annually for a clothing allowance. Employees are expected to dress in clothing that is clean, free of tears or rips and logos (except for TPU/Power/Click! logos), and comply with all Federal and State Safety requirements. Pants should be Carhartts, or of a similar work-style. This amount shall be paid on the employee's regular paycheck the first pay period of January. Eligible employees are those employees who are currently employed and hold permanent status. Employees who are separated, or are not bargaining unit members prior to the first pay period of January will not receive this allowance. Laundry services will not be provided to employees covered under this section.

Employees will be provided with Flash Resistant clothing when required by law.

- ~~b) All permanent employees in the classification of Telecommunications Technician I and Telecommunications Network Technician will be provided seven (7) shirts per year, one (1) jacket every two (2) years and shall receive \$350 annually for a clothing allowance. Uniforms will be issued and clothing allowance shall be paid in the first pay period in January. New employees beginning employment after the first regular pay period of January shall receive a prorated amount in clothing allowance. If shirts or jackets become worn or otherwise unacceptable due to working conditions, replacement(s) may be provided in exchange for worn out garment(s). Employees are expected to dress in clothing that is clean, free of tears or rips and logos (except Click! logos), and comply with all Federal and State Safety requirements. Pants should be Carhartts or similar work-style, and dark blue, black or brown in color. Eligible employees are those employees who are currently employed and hold permanent status. Employees who are separated will not receive this allowance. Laundry services will not be provided to employees covered under this section.~~

Section 13.14 – Tools and Equipment. Tools, gloves and safety equipment including crawl suits and boot covers, shall be issued to employees in the classifications of Telecommunications Utility Worker, ~~Telecommunications Technician I, Telecommunications Network Technician, and Telecommunications~~ and Network Construction Technician on an as-needed basis.

Section 13.15 Safety-Related Footwear. All permanent employees in the classifications of Telecommunications Utility Worker, ~~Telecommunications Technician I, Telecommunications Network~~

~~Technician, and Telecommunications and Network Construction Technician~~ shall be eligible for a \$150 annual allowance for the purchase of appropriate safety-related footwear. The allowance shall be paid in the first pay period of January each year. Eligible employees are those employees who are currently employed and hold permanent status. Employees who are separated, or are not bargaining unit members prior to the first pay period of January will not receive this allowance. Descriptions of appropriate footwear are available from the supervisor. Safety-related footwear must be worn at all times while on duty.

~~Section 13.16 – Vault Pay. Any employee assigned to work in a vault or manhole that exceed 60” in depth and contains either exposed energized secondary bus or energized primary wire or equipment, shall be paid a three percent (3%) application of rate above their regular rate of pay for the time actually worked in the vault.~~

## **ARTICLE 17 – WORK RULES Telecommunications Utility Worker**

### Section 17.1 – Work Shifts:

- a. The standard work shift for Telecommunications Utility Workers shall be five (5) consecutive shifts of eight (8) hours between the hours of 7:00 AM to 3:30 PM, Monday through Friday, exclusive of an unpaid 30-minute lunch.
- ~~b. At the discretion of management the eight (8) hour shifts may be scheduled during the hours of 7:00 AM to 7:00 PM with thirty (30) days notice to the Union.~~
- c. Alternative schedules may be established by mutual agreement between the Union and Management. All shifts shall be in compliance with the requirements of the Fair Labor Standards Act.
- d. Employees shall make every effort to take lunch and breaks as scheduled. In the event an employee is unable, due to workload, to take a lunch break ~~within sixty (60) minutes of the midpoint of the shift or when scheduled~~, the employee must contact the supervisor for further instructions. With proper approval, work through the lunch period will be compensated at the overtime rate.

~~Section 17.2 – Training: In house training related to Telecommunications and safety will be made available on a periodic basis.~~

Section 17.3 Employees will be allowed up to thirty (30) minutes prior to the end of the employees established shift to finish any necessary paperwork, restock ~~Click!~~ vehicles with needed supplies, clean up as needed, and/or wash and maintain the vehicles.

Section 17.4 – Training Incentive Non-probationary employees in this classification who successfully complete CLI Signal/Meter training and/or a twenty-four (24) hour vocational pole climbing training will advance, for each training, one pay step at the beginning of the pay period following proof of successful completion without regard to the normal step progression. This training incentive does not affect/change the employee’s hire date and/or anniversary date. Employees must make a written request for the training. Training will be made available within six (6) months of the receipt of a written request.

## **ARTICLE 19 – WORK RULES Telecommunications Network Construction Technician**

### Section 19.1 Hours of Work-~~Section~~

- a. The standard shift for ~~Telecommunication~~ Network Construction Technicians shall be five (5) consecutive shifts of eight (8) consecutive hours (exclusive of an unpaid thirty (30) minute lunch period) between the hours of 7:00 a.m. to 3:30 p.m. Monday through Friday.

- b. Alternative shifts may be established by mutual agreement between the Union and Management. All shifts shall be in compliance with the requirements of Local 483 Power CBA the Fair Labor Standards Act.
- c. Employees shall make every effort to take lunch and breaks as scheduled. In the event an employee is unable, due to workload, to take a lunch break, they must contact the supervisor in advance with proper approval to work through the lunch period. If work necessitates working through lunch, the lunch period will be compensated at the overtime rate.

~~Section 19.2 – Inclement Weather Telecommunication Network Construction Technicians reporting for work during regular working hours, when weather conditions are such that they cannot perform their normal duties, shall receive two (2) hours show up pay. Show up pay shall be defined as pay at the straight time rate and requires employees to be present and ready for work. When Telecommunication Network Construction Technicians cannot perform their regular work due to weather conditions, the supervisors may assign other work on a voluntary basis. Employees may use leave without pay or accrued vacation if regular work is not available.~~

~~Section 19.3 – SCTE Training Opportunity Incentive Telecommunication Network Construction Technicians may request to participate in coursework related to the who complete a Society of Cable Telecommunications Engineers (SCTE) certification. Approval for such coursework will be approved when, in the sole discretion of Management, there will be no untenable consequence to staffing levels and adequate training funds are available. course from the accepted list and receive the certification, will be advanced one pay step at the beginning of the pay period following proof of a successful completion without regard to the normal step progression. This training incentive does not affect/change the employee’s hire date and/or anniversary date. Proof of certification must be provided upon request. Tuition reimbursement is available according to the provisions stated in Article 14 of this contract.~~

<u>SCTE CERTIFICATION</u>	<u>RELATED AREA OF TECHNICAL EXPERTISE</u>
Broadband Telecom Center Specialist (BTCS)	Telecommunications center (headend) video, voice and data
Broadband Premises Technician (BPT)	More Advanced Customer Premises Triple Play
Broadband Premises Expert (BPE)	<del>Scheduled to be offered starting April 1, 2009</del>
Digital Video Engineering Professional (DVEP)	Digital video systems engineering
Broadband Distribution Specialist (BDS) & <del>Step 5 Skills Test</del>	

Section 19.4 Standby Pay

- a. Length of Rotation: Standby shall be rotated on a weekly basis.
- b. Rotation: The rotation list shall be posted. All Network Construction Technicians will be on the standby rotation. However, employees may elect not to perform their rotation if they find another employee to replace them. It is up to the employee to find a replacement for their rotation and they must have management approval prior to the change in assignment and ensure Dispatch is aware of the change.
- c. Standby Pay: Employees shall be paid three dollars (\$3.00) per hour while assigned in a standby capacity. The employee will not receive standby during the period of time he/she is receiving overtime.

- d. Response Time: The employee shall respond to Dispatch within fifteen (15) minutes of receiving a call and report to the work area no more than one (1) hour from the initial call within normal conditions. Exceptions may be made for current employees.
- e. Minimum Call Out: Standby personnel shall receive a minimum of two (2) hours pay at the overtime rate for all hours worked up to two (2) hours. All time worked in excess of two (2) hours will be paid based on the actual amount of time worked.

Nothing in this section requires standby assignments be made. The parties recognize that the standby needs and capacities of the workgroup may evolve in the future. The parties may hold Labor Management meetings for the purpose of refining the standby roster and rotation.

#### Clause 6. Severance

Employees in Impacted Classifications maintaining employment at the City of Tacoma shall not be eligible for Severance under the terms of the May 16, 2019 Click! Employee Severance Letter of Agreement.

Employees in Impacted Classifications who are laid off as a result of the Click! Business Transaction Agreement by and between Tacoma Power and Rainier Connect shall be eligible for Severance under the terms of the May 16, 2019 Click! Employee Severance Letter of Agreement, regardless of the status of the change in bargaining unit representation described in Clause 1, above.

#### Clause 7. Essential Employees

Employees deemed “essential” under the terms of the May 16, 2019 Click! Retention Incentive LOA and who held permanent status in one of the Impacted Classifications shall be determined to have completed their time as deemed “essential” following the execution of this Letter or Agreement. These essential employee(s) will then receive their one-time lump sum payment of fifteen thousand dollars (\$15,000) and cease to accrue the additional two Floating Holidays as described in the Retention LOA. This retention incentive payment shall apply regardless of the status of the change in bargaining unit representation described in Clause 1, above.

#### Clause 8. Lump Sum Payment

In recognition of the transition from a January general wage increase to an April general wage increase, employees in the Impacted Classifications on March 31, 2020 will receive a one-time lump sum payment of seven hundred dollars (\$700.00).

#### Clause 9. Implementation

This Agreement will be effective April 1, 2020, with the exception of the change in representation described in Clause 1, which shall be effective upon Council

