



TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Director, Human Resources
Karen Short, Human Resources Senior Analyst
COPY: City Council and City Clerk
SUBJECT: Resolution authorizing execution of a collective bargaining agreement negotiated with the Teamsters Local 313 Unit – September 30, 2014
DATE: September 12, 2014

SUMMARY:

A resolution authorizing the execution of a 2014 – 2017 collective bargaining agreement negotiated with the Teamsters Local 313 Unit.

STRATEGIC POLICY PRIORITY:

The Resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective, results-oriented organization by providing for wage adjustments and other changes as negotiated in good faith for employees represented by the Teamsters Local 313 Unit.

BACKGROUND:

The resolution will authorize execution of the proposed four-year collective bargaining agreement negotiated between the City of Tacoma and the Teamsters Local 313 Unit on behalf of employees represented by said Union. The proposed agreement covers approximately 127 budgeted, full-time equivalent positions located within General Government.

The agreement provides for a wage increase effective retroactively to January 1, 2014 of 2 percent. Effective January 1 2015, wages will increase by 2.2 percent, based on 100% of the Consumer Price Index (CPI-W), June index, with a minimum of 2 percent and a maximum of 4 percent. Wages for 2016 will also increase by an amount to be based on 100% of the Consumer Price Index (CPI-W), June index, with a minimum of 2 percent and a maximum of 4 percent. In 2016, the parties agree to reopen the contract in order to bargain for 2017 wages only. The outcome of the negotiations will be the basis for the compensation effective January 1, 2017.

Other provisions of the agreement include clarifying language regarding timelines on the grievance procedure; vacation bidding in the Solid Waste Division; language regarding work gloves and foul weather gear being turned in prior to replacement; and language in the agreement that the City will pay costs associated with maintaining CDL licenses for employees in positions that require them.

ISSUE:

Authorize execution of the 2014 – 2017 collective bargaining agreement as bargained with the Teamsters Local 313 Unit.

RECOMMENDATION:

It is recommended that the City Council take the necessary action to authorize the execution of this collective bargaining agreement

FISCAL IMPACT:

Fiscal impact information for this legislation is provided as prepared by the Office of Management and Budget.