



**TO:** Elizabeth Pauli, City Manager

**FROM:** Karen Short, Human Resources Senior Analyst  
Gary Buchanan, Human Resources Director  
Dylan Carlson, Senior Labor Relations Manager  
Bill Fosbre, City Attorney

**COPY:** City Council and City Clerk

**SUBJECT:** Resolution – Authorize execution of a Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit – April 21, 2020

**DATE:** April 2, 2020

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**SUMMARY:**

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit.

**STRATEGIC POLICY PRIORITY:**

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit.

**BACKGROUND:**

The resolution will authorize the adoption of the proposed 2020-2022 collective bargaining agreement negotiated between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit. The agreement covers approximately 26 budgeted full time equivalent (FTE) positions within Tacoma Public Utilities. The agreement is scheduled for consideration by the Public Utility Board as a resolution on April 8, 2020.

The agreement covers three years, and provides for a wage increase in each year of the agreement. Effective retroactive to January 1, 2020, wages will increase by 3 percent, and the classification of Custodian will receive a market adjustment of 2 percent. Effective January 1, 2021, rates will increase by 2.5 percent; and effective January 1, 2022, rates will increase by 2.25 percent.

The agreement includes an increase from \$175 to \$185 for the annual footwear allowance for employees not required to wear safety-toed boots, or an annual allowance of \$225 for employees required to wear safety-toed boots. It also increases the annual clothing allowance for employees to purchase suitable work clothing from \$300 to \$325.

The agreement clarifies language in Article 2, Union Recognition, regarding the employment status of City employees who are part of the Union, and may desire to act as the Union Business Manager/Representative; and to reflect legal requirements based on the *Janus v. AFSCME Council 31* court case. The agreement also makes changes in Article 8 – Grievance Procedure, and Article 12 – Hours of Work regarding the Building Maintenance “on call” shift, and Custodial overtime opportunities.

**ISSUE:**

Authorization is required to execute the Collective Bargaining Agreement as negotiated on behalf of employees represented by the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit.



**RECOMMENDATION:**

It is recommended that the City Council take the necessary action to approve the legislation.

**FISCAL IMPACT:**

Fiscal impact has been provided by the Management Services Office.