



**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 an agreement with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit – August 5, 2014  
**DATE:** July 28, 2014

---

**SUMMARY:**

A resolution authorizing execution of a collective bargaining agreement with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General 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 District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit.

**BACKGROUND:**

This resolution with authorize execution of a proposed five-year collective bargaining agreement negotiated between the City of Tacoma and the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit on behalf of the employees represented by said Union. The proposed agreement covers approximately 95 budgeted, full-time equivalent (FTE) positions located within General Government and Tacoma Public Utilities. Approximately 71 FTE’s are assigned within General Government and the remaining 24 positions within Tacoma Public Utilities. The agreement is scheduled for consideration by the Public Utility Board as a resolution on July 23, 2014.

The agreement provides for a five-year term, beginning January 1, 2012 through December 31, 2016. Wages for 2012 are retroactive to January 1, and increase by 1 percent. Wages effective January 1, 2013 increase by 1.5 percent, and effective January 1, 2014, increase by 2 percent. Wages for 2015 and 2016 will increase by an amount equal to 100 percent of the increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), Seattle-Tacoma Area, all items, measured from June to June, with a minimum of 2 percent and a maximum of 4 percent. The agreement also includes a title change for the classification of Resource Recovery Mechanic (CSC 5338) to Solid Waste Mechanic.

Other significant provisions of the agreement include the ability for employees to elect PTO in lieu of sick and vacation leave plans; clarification of language in the agreement in Article 5 – Grievance Procedure, and also the processes and rules around overtime assignments; an increase in the tool allowance from \$100 to \$200 for a Vehicle and Equipment Communication Technician; and an application of rate of 5 percent for employees assigned to the wastewater treatment plant when performing welding in a confined space.



The agreement also makes a change in the method of making employee contributions to the Western Metal Industry Pension Fund; and provides for a gross wage reduction for all deficit reduction payments, effective July 1, 2013, per the terms of a December 13, 2012 Memorandum of Agreement between the City and the Union.

**ISSUE:**

Authorize execution of the collective bargaining agreement as bargained the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit.

**RECOMMENDATION:**

It is recommended that the City Council take the necessary action to approve the execution of this agreement.

**FISCAL IMPACT:**

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