



RESOLUTION NO. 41391

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 No.160, on behalf of Local Lodge No. 297 of the International
4 Association of Machinists and Aerospace Workers, Rail Mechanics Unit,
5 consisting of 15 budgeted full-time equivalent positions, effective retroactive
6 to January 1, 2024, through December 31, 2026.

7 WHEREAS the City has, for years, adopted the policy of collective
8 bargaining between the various labor organizations representing employees and
9 the administration, and

10 WHEREAS this resolution allows for the execution of a three-year Collective
11 Bargaining Agreement (“CBA”) between the City and District Lodge No.160, on
12 behalf of Local Lodge No. 297 of the International Association of Machinists and
13 Aerospace Workers, Rail Mechanics Unit (“Union”), on behalf of the employees
14 represented by said Union, and

15 WHEREAS the bargaining unit consists of approximately 15 budgeted,
16 full-time equivalent positions, and

17 WHEREAS, effective retroactive to January 1, 2024, the CBA will provide for
18 a wage increase of 2.75 percent, plus a 2.25 percent market adjustment for a total
19 increase of 5 percent; effective January 1, 2025, a wage increase of 2.75 percent,
20 plus a 2.25 percent market adjustment for a total increase of 5 percent will be
21 provided; and effective January 1, 2026, a wage increase of 3 percent, plus a 2
22 percent market adjustment for a total increase of 5 percent will be provided, and

23 WHEREAS other changes include: 1) an increase to the amount paid for an
24 annual safety footwear allowance from \$350 to \$400; 2) the addition of a
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reimbursement provision for prescription safety eyewear up to \$225; 3) clarification of language around the annual vacation bidding process; and 4) the addition of language that requires an employee to provide a minimum of 1 hour notice of an absence in order to qualify for a mandatory paid sick leave designation, and

WHEREAS the CBA was considered and approved by the Public Utility Board at its meeting of March 13, 2024, 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 No.160, on behalf of Local Lodge No. 297 of the International Association of Machinists and Aerospace Workers, Rail Mechanics Unit, effective



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retroactive to January 1, 2024, through December 31, 2026, 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

Requested by Public Utility Board
Resolution No. U-11444