



RESOLUTION NO. 41501

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
 2 Collective Bargaining Agreement with Sheet Metal, Air, Rail and
 3 Transportation Workers – Transportation Division, Conductor Unit,
 retroactive to July 1, 2021, through June 30, 2027.

4 WHEREAS the City has, for years, adopted the policy of collective
 5 bargaining between the various labor organizations representing employees and
 6 the administration, and

7 WHEREAS this resolution allows for the execution of a six-year Collective
 8 Bargaining Agreement (“CBA”) between the City and Sheet Metal, Air, Rail and
 9 Transportation – Transportation Division (“Union”), on behalf of the employees
 10 represented by said Union, and

11 WHEREAS the bargaining unit consists of approximately 37 budgeted,
 12 full-time equivalent positions located within Tacoma Rail, and

13 WHEREAS the agreement was approved by the Public Utility Board at its
 14 meeting on July 24, 2024, and

15 WHEREAS the journey level Conductor hourly base wage will increase by
 16 the amount referenced in the table below, and increases will be applied
 17 retroactively for Conductors employed at Tacoma Rail as of the date of City Council
 18 ratification of the agreement:
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July 1, 2021	July 1, 2022	July 1, 2023	July 1, 2024	July 1, 2025	July 1, 2026
3.0%	3.0%	3.0%	5.0%	3.0%	2.0%

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WHEREAS effective the first of the month following ratification of the agreement, the employee medical insurance premium share will be changed to mirror that of other City employees per the terms of the Joint Labor Committee Agreement, currently \$50/month for employee only coverage and \$100/month for employee plus family coverage; and in recognition of concessions made during negotiations, each Conductor employed on the date of Council ratification will receive a one-time, lump sum payment of \$1,000, and

WHEREAS the agreement also includes the elimination of eligibility to receive longevity pay for employees hired into the Unit after the Council ratification of the agreement; the elimination of the historic “wellness” program which rewarded employees for the non-use of sick leave; a change in the processing of annual Personal Time Off (“PTO”) cash out requests to be consistent with TMC 1.12.248.B.5(e); edits made to provisions related to union dues necessary to comply with the Janus court decision; and the provision that unused accruals of PTO upon retirement or death will be contributed to a Voluntary Employee Beneficiary Association (“VEBA”) Health Reimbursement Arrangement plan; the Union may vote to opt in/out of the VEBA program no more than once per year, and

WHEREAS other changes to the agreement include the preservation of “daily mark” for scheduling of work shifts; changes to overtime order of call, and preserving use of the Double Time list prior to the use of single Conductor crews; changes to the use of single-Conductor crews; elimination of outdated remote reporting rules; clarification that sick pay, unplanned PTO, and Critical Stress pay



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are not considered service performed when calculating overtime eligibility; updates and improvements to the article on Personal Time Off to provide greater opportunities for the use of PTO; adjustments to streamline the Dispute Resolution process and timeline; and establishment of a “Critical Incident Stress Plan” providing up to two scheduled shifts of paid relief from duty following an employee’s close connection with a workplace accident/incident that could be reasonably expected to impair a directly involved employee’s ability to perform their job duties safely, 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 six-year Collective Bargaining Agreement between the City and the Sheet Metal, Air, Rail and Transportation – Transportation Division, Conductor Unit, effective



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retroactive to July 1, 2021, through June 30, 2027, 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-11466