

Letter of Agreement  
Between  
PROTEC17  
And  
Local No. 483  
International Brotherhood of Electrical Workers  
(Supervisors Unit)  
And  
The City of Tacoma

**Subject: Transfer of PROTEC17 Solid Waste Collection Supervisor classification to Local 483**

This Letter of Agreement, made effective the date of certification of the bargaining unit clarification by the Public Employment Relations Commission, is entered into by and between Professional and Technical Employees Local 17 (PROTEC17) and IBEW Local No. 483 Supervisors Unit (Local 483 Supervisors) and the City of Tacoma (the City) collectively referred to as the "Parties".

The classification Solid Waste Collection Supervisor (5017) is currently represented by PROTEC17. A perceived conflict of interest regarding the supervision of fellow PROTEC17 bargaining unit employees was identified, and the parties agree that it is best remedied by removing that classification from the bargaining unit. At the request of the incumbents in the position, the City recognizes Local 483 Supervisors as an appropriate bargaining unit.

Now, therefore, the Parties agree as follows:

PROTEC17 will cease to be the authorized bargaining representative for the classification of Solid Waste Collection Supervisor. The City will voluntarily recognize Local 483 Supervisors as the authorized bargaining representative for the classification of Solid Waste Collection Supervisor.

**The parties** agree that the wage for the Solid Waste Collection Supervisor classification will receive a general wage increase of 3% and raise the base wage of this classification by an additional 6.75% as a market adjustment, for a total of 9.75% retroactive to January 1, 2019, and to maintain the rate of pay steps at two. The Solid Waste Collection Supervisor classification will receive a general wage increase of 2.25% retroactive to January 1, 2020.

The parties agree to add a new section to Article 6 of the Local 483 Supervisors collective bargaining agreement as follows:

Section 6.8 Solid Waste Collection Supervisor (CSC 5017)

- A. This classification is overtime category A (time and a half compensation for overtime).
- B. Hours of Work—Schedules may consist of eight (8) consecutive hours for five (5) shifts, ten (10) consecutive hours for four (4) shifts, or eighty (80) hours worked in nine (9) shifts, excluding the meal period or any other mutually agreed to flexible schedule. Implementation of alternative work schedules shall comply with the provisions of the Fair Labor Standards Act.
- C. Footwear—Solid Waste Collection Supervisors shall receive an annual allowance of \$300 . Appropriate footwear purchased by employees must meet the criteria set forth by the City Safety Officer and the requirements of an employee's assigned duties as determine by management. The City will continue to provide Personal Protective Equipment as required by applicable safety codes such as hard hats and safety vests, but not including footwear. In those instances, where the City decides to provide additional gear it does not establish a past practice or expectation of additional allowance.

All other terms and conditions of the Local 483 Supervisors collective bargaining agreement shall apply to the Solid Waste Collector Supervisor classification.

Any grievances pending on or before the effective date of this Letter of Agreement shall continue to be addressed with PROTEC17 representatives until resolved. As of the effective date of this Letter of Agreement, all new grievances on behalf of the Solid Waste Collection Supervisor shall be resolved with Local 483 Supervisors.

This LOA is effective upon signature and certification of the new unit by the Public Employment Relations Commission.

Dated this \_\_\_\_\_ day of \_\_\_\_\_ 2019.

**For PROTEC17**

\_\_\_\_\_  
Roberta Burnett  
Union Representative

**For Local 483 Supervisors**

\_\_\_\_\_  
Alice Phillips  
Business Manager

**For City of Tacoma**

\_\_\_\_\_  
Elizabeth Pauli  
City Manager

\_\_\_\_\_  
Dylan Carlson  
Senior Labor Relations  
Manager

Approved as to form:

\_\_\_\_\_  
Cheryl Comer  
Deputy City Attorney