



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Dylan Carlson, Labor Relations Division Manager  
 Karen Short, Senior Human Resources Consultant  
 Shelby Fritz, Human Resources Director  
 Kari Louie, Assistant Human Resources Director  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution – Authorize execution of a Collective Bargaining Agreement with the Sheet Metal, Air, Rail and Transportation – Transportation Division (SMART-TD), Conductors Unit – August 6, 2024  
**DATE:** July 16, 2024

**SUMMARY AND PURPOSE:**

A resolution authorizing execution of a Collective Bargaining Agreement as negotiated with the Sheet Metal, Air, Rail and Transportation – Transportation Division (SMART-TD), Conductors Unit, effective from July 1, 2021, through June 30, 2027.

**BACKGROUND:**

The resolution authorizes execution of a of a Collective Bargaining Agreement (CBA) as negotiated with the Sheet Metal, Air, Rail and Transportation – Transportation Division (SMART-TD), Conductors Unit, effective from July 1, 2021, through June 30, 2027.

The Collective Bargaining Agreement covers approximately 37 budgeted, full-time equivalent positions located within Tacoma Rail. The agreement is scheduled for consideration by the Public Utility Board on July 24, 2024. The journey level Conductor hourly base wage will increase by the amount referenced in the table below. Increases will be applied retroactively for Conductors employed at Tacoma Rail as of the date of City Council ratification of the agreement:

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%

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.

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 employee for the non-use of sick leave; a change in the processing of annual 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.

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 are not considered service performed when calculating overtime



eligibility; updates and improvements to the article on Personal Time Off (PTO) 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.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The Collective Bargaining Agreement has been reached with the Sheet Metal, Air, Rail and Transportation – Transportation Division (SMART-TD), Conductors Unit, and has been bargained in good faith.

**2025 STRATEGIC PRIORITIES:**

**Economy/Workforce:** Moderate Opportunity

**Explain how your legislation will affect the selected indicator(s).**

This legislation supports the responsible and sustainable management of City funds.

**ALTERNATIVES:**

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the Collective Bargaining Agreement	N/A	unknown

**EVALUATION AND FOLLOW UP:**

**STAFF/SPONSOR RECOMMENDATION:**

Authorization from the City Council by resolution is required to authorize execution of the Collective Bargaining Agreement with the Sheet Metal, Air, Rail and Transportation – Transportation Division (SMART-TD), Conductors Unit.

**FISCAL IMPACT:**

Fiscal impact information is provided by the Budget Office. Department Directors will be responsible for adhering to their overall levels of appropriation.

**What Funding is being used to support the expense?**

Participating departments will be responsible for continuing costs.

**Are the expenditures and revenues planned and budgeted in this biennium’s current budget?**

No

**Are there financial costs or other impacts of not implementing the legislation?**

No

**Will the legislation have an ongoing/recurring fiscal impact?**

YES

**Will the legislation change the City’s FTE/personnel counts?**

No

**ATTACHMENTS:**

- Collective Bargaining Agreement
- Fiscal Impact Memorandum