



RESOLUTION NO. 39935

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 four-year Collective Bargaining Agreement between the City and Local 483
3 of the International Brotherhood of Electrical Workers, Tacoma Power Unit,
effective retroactive to April 1, 2017, through March 31, 2021.

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

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8 WHEREAS this resolution allows for the execution of a four-year Collective
9 Bargaining Agreement (“CBA”) between the City and Local 483, International
10 Brotherhood of Electrical Workers, Tacoma Power Unit (“Union”), on behalf of the
11 employees represented by said Union, and

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13 WHEREAS the bargaining unit consists of approximately 323.59 budgeted,
14 full-time equivalent (“FTE”) positions, with 24 FTEs assigned to General
15 Government and 299.59 FTEs assigned to Tacoma Public Utilities, and

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17 WHEREAS the CBA will provide for a wage increase of 2.5 percent
18 retroactive to April 1, 2017; an increase of 3 percent effective April 1, 2018; an
19 increase of 3 percent effective April 1, 2019; and, effective April 1, 2020, wages
20 shall increase by an amount equal to 100 percent of the increase in the consumer
21 Price Index for Urban Wage Earners and Clerical Workers (CPI-W),
22 Seattle-Tacoma-Bellevue, measured from June 2018 to June 2019, with a
23 minimum increase of 2.25 percent and a maximum increase of 3.5 percent, and

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25 WHEREAS other changes include: (1) grievance article timeline
26 clarification, (2) clarification of overtime assignments and distribution by work



1 group, (3) rate increases for “trouble crew” employees from 6 to 7 percent, and an
2 increase to the application of rate pay for Senior Line and Senior Wire Electricians
3 assigned as “coordinators” from 3 percent to 5 percent, (4) the inclusion of
4 employees in the classification of Senior Signal & Lighting Electrician into the
5 rotation for standby assignments, and the addition to Appendix B of standard
6 language regarding time off and benefits, and
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8 WHEREAS, by adoption of Public Utility Board Resolution No. U-10985
9 on January 24, 2018, the proposed Agreement was approved, pending
10 confirmation from the City Council, and
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12 WHEREAS it appears in the best interests of the City that the CBA
13 negotiated by said Union and the City be approved; Now, Therefore,

14 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

15 That the proper officers of the City are hereby authorized to execute the
16 four-year Collective Bargaining Agreement between the City and Local 483,
17 International Brotherhood of Electrical Workers, Tacoma Power Unit, effective
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1 retroactive to April 1, 2017, through March 31, 2021, said document to be
2 substantially in the form of the agreement on file in the office of the City Clerk.

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4 Adopted _____

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Mayor

7 Attest:

8 _____
9 City Clerk

10 Approved as to form:

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12 _____
Deputy City Attorney

13 Requested by Public Utility Board
14 Resolution No. U-10985

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