Letter of Understanding
Between
Department of Public Utilities, Light Division (Tacoma Power)
And
International Brotherhood of Electrical Workers (IBEW), Local 483

Subject: Wages for Hydro Apprentice classifications
Date: January 22, 2016

This Letter of Agreement is by and between the City of Tacoma, (City), and the International Brotherhood of Electrical Workers, Local 483, (Union).

In accordance with the Letter of Agreement, revised June 8, 2015 to include the two new hydro apprenticeships, this Letter of Agreement (LOA) confirms the agreement reached regarding the April 1, 2016 wage rates for the new classifications of Hydro Project Electrician, Apprentice and Hydro Project Mechanic, Apprentice.

It is agreed that these new classifications will be recognized under the IBEW Local 483 Power Unit collective bargaining agreement and incorporated into Appendix A, including the following conditions:

- The 4/1/16 wage scale for both classifications shall be established as follows:

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
75.10%	77.10%	79.10%	81.10%	83.10%	85.10%	87.10%	89.10%
33.58	34.48	35.37	36.27	37.16	38.06	38.95	39.85

- The overtime rate will be set at two times the regular rate of pay.
- All sections of the collective bargaining agreement which apply to the journey level Hydro Project Electrician and Hydro Project Mechanic classifications shall also apply to the new Apprentice classifications.

This LOA will expire upon ratification and execution of the IBEW Local 483 Tacoma Power unit agreement.

FOR THE CITY:

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Chris Robinson Date
Power Superintendent

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William A. Gaines Date
Director of Utilities/CEO

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Joy St. Germain Date
Human Resources Director

FOR THE UNION:

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Alice Phillips Date
Business Manager, IBEW, Local 483