



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Dylan Carlson, Senior Labor Relations Manager  
Karen Short, Senior Human Resources Analyst, Human Resources  
Shelby Fritz, Director, Human Resources  
Kari Louie, Assistant Director, Human Resources  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution – Authorize execution of a Collective Bargaining Agreement with the District Lodge #160 of the International Association of Machinists and Aerospace Workers, on behalf of Local Lodge #297, Track Workers Unit – November 9, 2021  
**DATE:** October 18, 2021

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**SUMMARY AND PURPOSE:**

A resolution recommending execution of a Collective Bargaining Agreement as negotiated with the District Lodge #160 of the International Association of Machinists and Aerospace Workers, on behalf of Local Lodge #297, Track Workers Unit, effective January 1, 2021, through December 31, 2025.

**BACKGROUND:**

The resolution recommends execution of a Collective Bargaining Agreement as negotiated with the District Lodge #160 of the International Association of Machinists and Aerospace Workers, on behalf of Local Lodge #297, Track Workers Unit. The agreement is for five (5) years and covers approximately eight (8) budgeted, full-time equivalent (FTE) positions, and is scheduled for consideration by the Public Utility Board as a resolution on October 27, 2021.

The Agreement provides that effective retroactive to January 1, 2021, all covered classifications will receive a general wage increase of 2 percent. Effective in the first pay period after Council ratification of the agreement, the classification of Railway Track Maintenance Worker will receive an additional 13.5 percent market-based adjustment; and the classifications of Railway Track Inspector, Railway Track Maintenance Supervisor and Railway Track Equipment Mechanic-Welder will be re-aligned to 10 percent above the Railway Track Maintenance Worker classification. Effective January 1 of each of the calendar years 2022, 2023, 2024 and 2025, a general wage increase of 2 percent will be applied.

Other changes to the agreement include an update to Article 12 – Non-Discrimination; modifying language to provide that the amount paid for meal allowances will be prescribed by Section 6.16 of the Tacoma Joint Labor Agreement; changes to language related to scheduling and shift assignments; and other housekeeping updates to reflect gender neutral language.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The agreement has been reached with the District Lodge #160 of the International Association of Machinists and Aerospace Workers, on behalf of Local Lodge #297, Track Workers 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 is required to authorize execution of the Collective Bargaining Agreement with the District Lodge #160 of the International Association of Machinists and Aerospace Workers, on behalf of Local Lodge #297, Track Workers Unit.

**FISCAL IMPACT:**

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

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

Participating department will be responsible for continuing costs.

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

YES

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

YES

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

YES

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

NO

**ATTACHMENTS:**

1. Collective Bargaining Agreement
2. Fiscal Impact Memorandum