

**Letter of Agreement**

**Between**

**The City of Tacoma, Department of Public Utilities, Light Division (Tacoma Power)**

**And**

**International Brotherhood of Electrical Workers Local 483**

**Subject: New Electrician, Lead Classification**

**Effective: April 1, 2020**

The City of Tacoma and IBEW Local 483 Power Union (hereinafter the Parties), enter into this Letter of Agreement (LOA) which shall be attached to the 2017-2021 IBEW 483 Power Collective Bargaining Agreement (CBA) and incorporated as though fully set forth therein.

The City has the need to establish a new classification of Electrician, Lead. It is hereby agreed that this classification is recognized as incorporated into and covered by the terms and conditions of the IBEW Local 483 Tacoma Power unit CBA. Further, the parties agree to the following:

1. The Electrician, Lead wages shall be a one-step wage schedule which has been set at ten percent (10%) higher than the current rate of pay for Electrician classification. The Electrician, Lead classification will be listed in Appendix A of the successor agreement. The Electrician, Lead classification is overtime category C (double time compensation for overtime).

Code	Job Title	1
52370	Electrician, Lead	45.88

2. Due to a compression issue and for clarification, the Parties agree to eliminate Step 1 of the current Heating/AC Maintenance Mechanic Supervisor Classification. The new salary scale shall be as follows:

Code	Job Title	1	2	3	4
51450	Heating/AC Maintenance Mechanic Supervisor	42.62	44.77	46.99	49.34

3. The Parties agree to amend Article 9, Section 9.1. as follows:

**Section 9.1 Order of Selection** The filling of any temporary vacancy or position which receives greater remuneration shall be considered a promotion. Such vacancies shall be filled in the following priority order:

- A. From a layoff register,
- B. From an existing Civil Service eligible list for said position.

- C.
1. By appointing the employee with the longest permanent length of service in the next in-line lower classification, except for the following: (Note: for purposes of determining in-line progression, the descending order of pay scale within a craft group shall establish said progression.).
  2. In the interest of safety, when a crew lead (senior) or supervisor is absent from the job site for over two (2) hours, a temporary appointment shall be made from the next lower classification assigned to the crew for that day. Section 9.1.C.2 applies only to Line, Wire, Meter and Line Clearance crews. In the Wire Section, seniority on the crew shall be the senior most journey level Wire Electrician without regard to time on crew.
  3. Temporary upgrade to Communications Technician III in the Communications group will be done based on operational need, or when a communications crew (3 or more) is working in the field on a project and the Communications Technician III is absent from the crew for more than two (2) hours.
  4. Temporary upgrade in the Dispatch group will be when the Transmission or Distribution Coordinator is absent from the Control Center for four (4) hours or more, or the work is assigned by the Supervisor, during the regularly scheduled Coordinator shift, Monday through Friday.
- D. By appointing the JATC apprentice in accordance with the JATC by-laws.
- E. Exceptions to Section 9.1, A thru D:
- Senior Line Electrician (SLE) vacancies of ten (10) days or less at South Service Center (SSC) may be filled by personnel in ranking order of SLE eligible list assigned to the SSC. If there is no eligible SLE on the eligible list at SSC, then the Line Electrician assigned to the SSC with the most seniority may be set-up for a maximum of three (3) days.
  - To allow flexibility in staffing, the Department may fill vacancies of three (3) days or less without regard to seniority.
  - Any Electrical Worker hired after April 8, 1998 will not be automatically eligible for set-up to Line Equipment Operator (i.e., Electrical Worker is no longer the next in-line lower classification to Line Equipment Operator).
  - Apprentices while enrolled in their respective apprentice program will not be set up to Line Equipment Operator while transporting or performing the operations of all the equipment utilized within Tacoma Power.
  - Temporary upgrades in Power shall be offered to the senior most Facilities Maintenance Mechanic, Electrician or Electrician, Lead if the HVAC Supervisor is absent from the job site for one day or more. The upgraded employee will be compensated at a rate of pay that is a minimum of five percent (5%) higher than the Electrician highest hourly rate of pay of those they are supervising. Should the Electrician, Lead be upgraded, the upgraded employee will be compensated at a rate of pay that is five percent (5%) higher than their current rate of pay. The upgraded

employee shall remain at the upgraded rate of pay until the end of the Supervisor's shift. The upgraded employee shall be compensated at the upgraded rate for all overtime which occurs concurrent to the work day.

This LOA does not establish a precedent for any future bargaining regarding this or other matters which may be brought forth by both parties.

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

EXECUTED ON THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2020.

City of Tacoma

Local 483, International Brotherhood of  
Electrical Workers, Light Division  
(Tacoma Power)

\_\_\_\_\_  
Jackie Flowers  
Director of Public Utilities

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Alice Phillips  
Business Manager

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Chris Robinson  
Power Superintendent

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Dylan Carlson  
Sr. Labor Relations Manager

Approved as to form:

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Cheryl Comer  
Deputy City Attorney