



RESOLUTION NO. 40496

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 four-year Collective Bargaining Agreement between the City and District
3 Lodge #160, on behalf of Local Lodge #297 of the International Association
4 of Machinists and Aerospace Workers, Local 160, General Unit, effective
5 January 1, 2020, through December 31, 2023.

6 WHEREAS the City has, for years, adopted the policy of collective
7 bargaining between the various labor organizations representing employees and
8 the administration, and

9 WHEREAS this resolution allows for the execution of a four-year Collective
10 Bargaining Agreement (“CBA”) between the City and District Lodge #160, on
11 behalf of Local Lodge #297 of the International Association of Machinists and
12 Aerospace Workers, Local 160, General Unit (“Union”), on behalf of the
13 employees represented by said Union, and

14 WHEREAS the bargaining unit consists of approximately 93 budgeted,
15 full-time equivalent (“FTE”) positions, and

16 WHEREAS the CBA will provide for a wage increase of two percent
17 effective January 1 of each year of the agreement, and

18 WHEREAS other significant changes include: (1) withdrawing the unit from
19 the Western Metal Industry Pension Fund, with the City assuming withdrawal
20 liabilities in accordance with plan procedures and applicable law; (2) providing that
21 employees hired January 1, 2020 or later will not be eligible for longevity; (3)
22 clarifying that unused compensatory time will be paid at the end of the year in
23 which it was earned; (4) requiring that employees hired on January 1, 2020 or
24 later, will be required to enroll in the Personal Time Off plan, in lieu of Vacation and
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Sick Leave; (5) eliminating language that required mutual agreement between the City and the Union before changes could be made to work schedules; (6) replacing language regarding emergency shifts, to state the shifts will be for 12 hours; (7) adding Welder to the classifications that will receive a five percent application of rate when assigned to work in a lead capacity; (8) providing language to promote operational efficiencies, including language regarding travel time for call back and standby, and reorganizing the Waste Water Treatment Plant Maintenance classifications; and (9) providing changes throughout the agreement for gender neutral language, and

WHEREAS the CBA was considered and approved by the Public Utility Board at its meeting of November 13, 2019, and

WHEREAS it appears in the best interests of the City that the CBA negotiated by said Union and the City be approved; Now, Therefore,

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

That the proper officers of the City are hereby authorized to execute the four-year Collective Bargaining Agreement between the City and District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Local 160, General Unit , effective January 1, 2020,



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through December 31, 2023, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

Requested by Public Utility Board
Resolution No. U-11120