



**TO:** Elizabeth Pauli, City Manager

**FROM:** Karen Short, Human Resources Senior Analyst  
Gary Buchanan, Human Resources Director  
Dylan Carlson, Senior Labor Relations Manager  
Bill Fosbre, City Attorney

**COPY:** City Council and City Clerk

**SUBJECT:** Resolution – Authorize execution of a Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit – July 7, 2020

**DATE:** June 12, 2020

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**SUMMARY:**

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit.

**STRATEGIC POLICY PRIORITY:**

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers, Local 483, Clerical Unit.

**BACKGROUND:**

The resolution will authorize the adoption of the collective bargaining agreement negotiated between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Clerical Unit. The agreement covers approximately 172.5 budgeted full time equivalent (FTE) positions. The agreement is scheduled for consideration by the Public Utility Board as a resolution on June 24, 2020.

The agreement is for one year, and provides for a general wage increase of 3 percent, retroactive to January 1, 2020. The agreement clarifies language in Article 2, Union Recognition, regarding the employment status of City employees who are part of the Union, and may desire to act as the Union Business Manager/Representative; and to reflect legal requirements based on the *Janus v. AFSCME Council 31* court case.

The agreement also amends the language in Article 9, Grievance Procedure to provide for an optional step of grievance mediation; and provides bargaining unit employees within the Tacoma Police Department, a one-time, lump sum payment of \$500 for 2020 in recognition of their assistance in the department’s CALEA accreditation and successful maintenance of the accreditation.

**ISSUE:**

Authorization is required to execute the Collective Bargaining Agreement as negotiated on behalf of employees represented by the International Brotherhood of Electrical Workers, Local 483, Clerical Unit.

**RECOMMENDATION:**

It is recommended that the City Council take the necessary action to approve the legislation.

**FISCAL IMPACT:**

Fiscal impact has been provided by the Budget Office.