



## RESOLUTION NO. 40183

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 three-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, Rail Mechanics Unit, effective  
5 retroactive to January 1, 2018, through December 31, 2020.

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 three-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, Rail Mechanics Unit ("Union"), on behalf of the employees  
13 represented by said Union, and

14 WHEREAS the bargaining unit consists of approximately 16 budgeted,  
15 full-time equivalent ("FTE") positions, and

16 WHEREAS the CBA will provide for a wage increase in each year of the  
17 agreement, and

18 WHEREAS retroactive to January 1, 2018, wages for the bargaining unit  
19 will increase by 3 percent; effective January 1, 2019, wages will increase by  
20 3.6 percent, and the classification of Railway Shop Worker (CSC 7142) will  
21 receive an additional \$1 per hour at the top step; and effective January 1, 2020,  
22 wages will increase by 3 percent, and

23 WHEREAS other changes include: (1) a change from a reimbursement to  
24 an annual allowance for safety related footwear, (2) an increase to the meal  
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1 reimbursement rate to \$15 per meal, (3) an increase to the rate paid for standby  
2 assignments to \$3 per hour, and (4) employees hired after the ratification date of  
3 the agreement will not be eligible for longevity pay, and

4 WHEREAS the Agreement also commits Tacoma Rail to withdraw affected  
5 members from the Western Metal Industry Pension Fund ("WMIPF"), and assume  
6 all withdrawal liabilities in accordance with plan procedures and applicable law,  
7 which liabilities are estimated to be in a range of \$5,430,000 for a one-time  
8 payment, or \$95,000 a year for 20 years, and

9 WHEREAS the final withdrawal liability will be determined by WMIPF and  
10 presented in an estimate of withdrawal payment schedule following a formal  
11 extrication notice to the trustees, and Rail has included an amount in its budget to  
12 cover the projected annual payment amount, and

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

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

18 That the proper officers of the City are hereby authorized to execute the  
19 three-year Collective Bargaining Agreement between the City and the District  
20 Lodge #160, on behalf of Local Lodge #297 of the International Association of  
21 Machinists and Aerospace Workers, Rail Mechanics Unit, effective retroactive to  
22 January 1, 2018, through December 31, 2020, said document to be substantially in  
23 the form of the agreement on file in the office of the City Clerk, including the  
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1 necessary documents that need to be executed to withdraw the bargaining unit  
2 from the Western Metal Industry Pension Fund.

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4 Adopted \_\_\_\_\_

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6 \_\_\_\_\_  
7 Mayor

8 Attest:  
9 \_\_\_\_\_  
10 City Clerk

11 Approved as to form:  
12 \_\_\_\_\_  
13 Deputy City Attorney

14 Requested by Public Utility Board  
15 Resolution No. U-11042

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