



TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Director, Human Resources
Karen Short, Human Resources Senior Analyst
COPY: City Council and City Clerk
SUBJECT: Resolution authorizing execution of an agreement with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit – June 3, 2014
DATE: May 12, 2014

SUMMARY:

A resolution authorizing execution of a collective bargaining agreement as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Tacoma Power Unit.

STRATEGIC POLICY PRIORITY:

The Resolution aligns with the City Council’s Strategic Policy Priority to **encourage and promote an open, effective, results-oriented organization** by providing for wage adjustments and other changes as negotiated in good faith for employees represented by the IBEW, Local 483, Tacoma Power Unit.

BACKGROUND:

This resolution will authorize execution of a four-year collective bargaining agreement negotiated between the City of Tacoma and the IBEW, Local 483, Tacoma Power Unit on behalf of the employees represented by said Union. The proposed agreement covers approximately 329.3 budgeted full time equivalent (FTE) positions located within Tacoma Public Utilities and General Government. Approximately 304.8 FTE’s positions are assigned within Tacoma Public Utilities and the remaining 24.5 assigned within General Government. The agreement has been scheduled for consideration by the Public Utility Board as a Resolution on May 14, 2014.

Wages for 2013 are retroactive to April 1, 2013, and were determined by a market study. An employee in a classification whose wage scale is reduced as a result of the study shall be frozen at their current rate of pay until such time as their rate of pay catches up. Wages effective each April 1, 2014 through 2016 shall increase by an amount equal to 100 percent of the increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), Seattle-Tacoma Area, all items, measured from June to June, with a minimum of 2 percent and a maximum of 4 percent. The increase effective April 1, 2014 will be 2 percent. In addition, for each year of the agreement, 2013-2016, after the April 1st wage increase has been applied, employees who remain at a frozen rate of pay shall receive a one-time lump sum payment of \$500.

Other significant provisions of the agreement include improved management rights language which contains examples of such rights which require only impact bargaining; documentation of the City’s legal obligation to bargain; clarification of the grievance process language and acknowledging the roles of Tacoma Water and Human Resources; and moves the threshold for disciplinary suspensions to be taken to arbitration through a grievance from 11 days to 5 days. The agreement adds a voluntary standby program for Hydro projects; and requires a 1 hour response time for employees to be eligible for call outs. Article 13 includes an increase to the Board & Lodging allowance from \$65 to \$85 per day; and increases the clothing allowance with the Line Electrician rate. It also clarifies which classifications are eligible for the clothing allowance and provided fire resistant clothing. Six Letters of Understanding have been removed or incorporated into the agreement; the Letter of Understanding on Emergency Callout Procedures was updated, and amendments were made to Addendum 1 and 2 to remove obsolete language.



ISSUE:

Authorize execution of the collective bargaining agreement as bargained with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit.

RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve the execution of this agreement.

FISCAL IMPACT:

Fiscal impact information for this legislation is provided as prepared by the Tacoma Public Utilities Management Services Office.