



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 a Letter of Agreement with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit – January 6, 2015
DATE: December 17, 2014

SUMMARY:

A resolution authorizing execution of a Letter of Agreement negotiated between the City of Tacoma and the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit.

STRATEGIC POLICY PRIORITY:

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective, results-oriented organization by providing for wages and working conditions as negotiated in good faith for employees represented by the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit.

BACKGROUND:

The resolution will authorize the execution of a Letter of Agreement (LOA) negotiated between the City of Tacoma and the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit, on behalf of the employees represented by said union. The City and the Union agreed to the creation of an application of rate to mitigate the change in how after hour calls are handled at the Wastewater Treatment Plant. After hour calls will now be directed to the Supervisor, and not the Machinist on standby. When needed, the Supervisor will deploy the Machinist on standby to work. A WWTP Maintenance Machinist (CSC 5105) and/or WWTP Maintenance Machinist, Sr. (CSC 5106) will receive an application of rate of an additional 5% of their hourly rate when working unscheduled overtime while on standby duty. This application of rate will only apply to the Primary Machinist.

ISSUE:

Authorize the execution of the Letter of Agreement as bargained with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit.

RECOMMENDATION:

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

FISCAL IMPACT:

Because of difficulty with pricing and forecasting actual hours, the fiscal impact would be minimal and will be absorbed by department operating budgets.