



**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 agreements with the District Lodge #160, on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, Wastewater Treatment Plant Maintenance Supervisors' Unit – September 23, 2014  
**DATE:** September 15, 2014

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**SUMMARY:**

A resolution authorizing execution of a collective bargaining agreement and Letter of Understanding with the District Lodge #160, on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, Wastewater Treatment Plant (WWTP) Maintenance Supervisors' 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 District Lodge #160, on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, WWTP Maintenance Supervisors' Unit.

**BACKGROUND:**

This resolution with authorize execution of a proposed four-year collective bargaining agreement and Letter of Understanding negotiated between the City of Tacoma and the District Lodge #160, on behalf of Local Lodge #282, of the International Association of Machinists and Aerospace Workers, WWTP Maintenance Supervisors' Unit on behalf of the employees represented by said Union. The proposed agreement covers three budgeted, full-time equivalent (FTE) positions located within General Government.

The agreement provides for a four-year term, beginning January 1, 2013 through December 31, 2016. Wages retroactive to January 1, 2013, will increase by 3 percent. Wages retroactive to January 1, 2014, will increase by 1.25 percent. Wages for 2015 and 2016 will 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. For 2015, the increase will be a minimum of 2.5 percent and a maximum of 4 percent; and for 2016, the increase will be a minimum of 2 percent and a maximum of 4 percent.

Other significant provisions of the agreement include an increase in the meal allowance rate paid from \$10 to \$15 per meal; a change in the method of making the employee contributions to the Western Metal Industry Pension Fund; and providing for a gross wage reduction for all deficit reduction payments, per the terms of the Letter of Understanding between the City and the Union.

**ISSUE:**

Authorize execution of the agreement as bargained with the District Lodge #160, on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, WWTP Maintenance Supervisors' Unit.



**RECOMMENDATION:**

It is recommended that the City Council take the necessary action to approve the execution of the collective bargaining agreement and Letter of Understanding.

**FISCAL IMPACT:**

Fiscal impact information for this legislation is provided as prepared by the Office of Management and Budget.