



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Dylan Carlson, Labor Relations Division Manager  
Karen Short, Senior Human Resources Consultant  
Shelby Fritz, Director, Human Resources  
Kari Louie, Assistant Director, Human Resources  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution – Authorize execution of a Letter of Agreement with the District Lodge #160 on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, Supervisors’ Unit – January 28, 2025  
**DATE:** January 9, 2025

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**SUMMARY AND PURPOSE:**

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the District Lodge #160 on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, Supervisors’ Unit, effective January 1, 2024, through December 31, 2026.

**BACKGROUND:**

The resolution will authorize the execution of a Collective Bargaining Agreement (CBA) as negotiated with the District Lodge #160 on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, Supervisors’ Unit, effective January 1, 2024, through December 31, 2026.

The three-year agreement covers approximately 4.5 budgeted, full-time equivalent positions, and provides for a general wage increase in each year of the agreement.

Effective retroactive to January 1, 2024, a general wage increase of 2.75 percent will be provided; retroactive to January 1, 2025, a general wage increase of 2.75 percent will be provided, and effective January 1, 2026, a general wage increase of 3.00 percent will be provided. In addition, increases to address market and/or compression will be provided as follows: retroactive to January 1, 2024, an adjustment of 2.75 percent; retroactive to January 1, 2025, an adjustment of 2.75 percent; and effective January 1, 2026, an adjustment of 0.5 percent.

Other modifications to the agreement include:

1. The replacement of language in Article 4 - Union Membership and Dues, to reflect legal requirements based on the *Janus v. AFSCME Council 31* court case.
2. An update to the compensatory time language to allow for a cash payment in lieu of, or in combination with, equivalent compensatory time.
3. An update to the allowable meal allowance to align with the current Joint Labor Agreement.
4. Updated language to align the compensation rate for employees assigned to standby with the Joint Labor Agreement and to add text messaging to standby communications.
5. The addition of Fatigue Time to allow for employees on call out, standby, or overtime that ends less than 8 hours before their next scheduled shift to use accrued time for up to eight hours before returning to their regular shift.



**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The agreement has been reached with the District Lodge #160 on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, Supervisors’ Unit, and has been bargained in good faith.

**2025 STRATEGIC PRIORITIES:**

**Economy/Workforce:** Moderate Opportunity

**Explain how your legislation will affect the selected indicator(s).**

This legislation supports the responsible and sustainable management of City funds.

**ALTERNATIVES:**

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the Collective Bargaining Agreement	N/A	Unknown

**EVALUATION AND FOLLOW UP:**

**STAFF/SPONSOR RECOMMENDATION:**

Authorization from the City Council by resolution is required to execute the Collective Bargaining Agreement with the District Lodge #160 on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, Supervisors’ Unit.

**FISCAL IMPACT:**

Fiscal impact information is provided by the Budget Office. Department Directors are responsible for adhering to their overall levels of appropriation.

**What Funding is being used to support the expense?**

**Are the expenditures and revenues planned and budgeted in this biennium’s current budget? Yes**

**Are there financial costs or other impacts of not implementing the legislation? No**

**Will the legislation have an ongoing/recurring fiscal impact? YES**

**Will the legislation change the City’s FTE/personnel counts? No**

**ATTACHMENTS:**

- Collective Bargaining Agreement
- Fiscal Impact Memorandum