



## RESOLUTION NO. 39383

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 proposed four-year Collective Bargaining Agreement between the City and  
3 the International Brotherhood of Electrical Workers, Local 483, Water Unit,  
4 effective retroactive to January 1, 2015, through December 31, 2018.

5 WHEREAS the City has, for years, adopted the policy of collective  
6 bargaining between the various labor organizations representing employees and  
7 the administration, and

8 WHEREAS this resolution allows for the execution of the proposed  
9 four-year Collective Bargaining Agreement ("CBA") between the City and the  
10 International Brotherhood of Electrical Workers, Local 483, Water Unit ("Union"),  
11 on behalf of the employees represented by said Union, and

12 WHEREAS the bargaining unit consists of approximately 121 budgeted,  
13 full-time equivalent positions within Tacoma Public Utilities, and

14 WHEREAS the proposed CBA will provide for a wage increase of 2 percent  
15 retroactive to January 1, 2015; a wage increase of 1.1 percent effective  
16 January 1, 2016; a wage increase of 2 percent effective January 1, 2017; and a  
17 wage increase of 2.5 percent effective January 1, 2018, and

18 WHEREAS other proposed changes are as follows: (1) changes to language  
19 in articles on Management Rights, Definitions, Grievance Procedure, Temporary  
20 Vacancies, Selection of Personnel and Hours of Work; (2) contract language  
21 related to time off and benefits was moved to Appendix B; and (3) the addition of an  
22 application of rate of 5 percent when an employee is working fully inside an  
23 installed pipe, and  
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WHEREAS it appears in the best interests of the City that the proposed

CBA negotiated by said Union and the City be approved; Now, Therefore,

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

That the proper officers of the City are hereby authorized to execute the four-year Collective Bargaining Agreement between the City and the International Brotherhood of Electrical Workers, Local 483, Water Unit, effective retroactive to January 1, 2015, through December 31, 2018, said document to be substantially in the form of the proposed agreement on file in the office of the City Clerk.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:  
  
\_\_\_\_\_  
City Clerk

Approved as to form:  
  
\_\_\_\_\_  
Deputy City Attorney

Requested by Public Utility Board  
Resolution No. U-10841