



RESOLUTION NO. 40929

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 four-year Collective Bargaining Agreement between the City and Teamsters
3 Local 313, consisting of 132 budgeted full-time equivalent positions, effective
retroactive to January 1, 2022, through December 31, 2025.

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

7 WHEREAS this resolution allows for the execution of a four-year Collective
8 Bargaining Agreement (“CBA”) between the City and Teamsters Local 313
9 (“Union”), on behalf of the employees represented by said Union, and

10 WHEREAS the bargaining unit consists of approximately 132 budgeted,
11 full-time equivalent (“FTE”) positions, assigned to General Government, and

12 WHEREAS the CBA will provide for general wage increases and market
13 and/or compression-based adjustments, retroactive to January 1, 2022, and

14 WHEREAS, in addition to the wage increases, the classification of Biosolids
15 Distribution Operator will be reduced from five steps to three steps and aligned with
16 the pay range for Solid Waste Collector/Driver, and the classification of Sewer
17 Equipment Operator three step range will also be aligned with the pay range for
18 Solid Waste Collector/Driver, and the pay range for the classification of Sewer
19 Worker will be reduced from five steps to four steps, and

20 WHEREAS other changes of the agreement include: (1) Article 4 Union
21 Membership and Dues will reflect legal requirements based on Janus v. AFSCME
22 Council 31 court case; (2) an increase to the boot allowance from \$275 to \$300 for
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employees who are required to wear safety related footwear; (3) adding language that will provide for the Department to pay the cost of CDL training for employees who do not have one at the time of hire; (4) deleting an application of rate of 5 percent for a Biosolids Distribution Operator when pulling or loading an equipment trailer; and (5) an increase in the amount paid for the application of rate for the Solid Waste Collector/Driver assigned to train and evaluate other Solid Waste Collectors/Drivers from 5 percent to 8 percent for all hours assigned, and

WHEREAS it appears in the best interests of the City that the 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 Teamsters Local 313, effective retroactive to January 1, 2022, through December 31, 2025, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney