



RESOLUTION NO. 41606

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 three-year Collective Bargaining Agreement between the City and the
3 District Lodge No. 160, on behalf of Local Lodge No. 282 of the
4 International Association of Machinists and Aerospace Workers,
5 Supervisors' Unit, consisting of 4.5 budgeted, full-time equivalent
6 positions, effective retroactive to January 1, 2024, through December 31,
7 2026.

8 WHEREAS the City has, for years, adopted the policy of collective
9 bargaining between the various labor organizations representing employees and
10 the administration, and

11 WHEREAS this resolution allows for the execution of a three-year Collective
12 Bargaining Agreement ("CBA") between the City and the District Lodge No. 160, on
13 behalf of Local Lodge No. 282 of the International Association of Machinists and
14 Aerospace Workers, Supervisors' Unit ("Union"), on behalf of the employees
15 represented by said Union, and

16 WHEREAS the bargaining unit consists of approximately 4.5 budgeted,
17 full-time equivalent ("FTE") positions, and provides for a general wage increase in
18 each year of the agreement, and

19 WHEREAS the CBA will provide for a general wage increase of 2.75 percent
20 retroactive to January 1, 2024; a general wage increase of 2.75 percent, retroactive
21 to January 1, 2025; and a general wage increase of 3.0 percent will be provided
22 effective January 1, 2026, and
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WHEREAS 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, and

WHEREAS other changes 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; and, (5) the addition of Fatigue Time to allow for employees on call out, standby, or overtime that ends less than eight hours before their next scheduled shift to use accrued time for up to eight hours before returning to their regular shift, 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 three-year Collective Bargaining Agreement between the City and the District Lodge No. 160, on behalf of Local Lodge No. 282 of the International Association of



1 Machinists and Aerospace Workers, Supervisors' Unit, effective retroactive to
2 January 1, 2024, through December 31, 2026, said document to be substantially in
3 the form of the agreement on file in the office of the City Clerk.
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5 Adopted _____
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8 Mayor

9 Attest:
10 _____
11 City Clerk

12 Approved as to form:
13 _____
14 Deputy City Attorney

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