



TO: Elizabeth Pauli, Interim City Manager
FROM: Karen Short, Human Resources Senior Analyst
Gary Buchanan, Interim Human Resources Director
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit – March 28, 2017
DATE: March 6, 2017

SUMMARY:

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit.

STRATEGIC POLICY PRIORITY:

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation for employees represented by the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit.

BACKGROUND:

The resolution will authorize execution of a 2017-2019 Collective Bargaining Agreement negotiated with the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit. The agreement has been scheduled for consideration by the Public Utility Board as a resolution on March 8, 2017. There are currently 89 full-time, budgeted positions in the bargaining unit, with 66 FTE assigned within General Government and 23 FTE assigned within Tacoma Public Utilities.

The agreement covers three years, and provides for a wage increase in each year of the agreement: a wage increase of 2.25 percent retroactive to January 1, 2017, an increase of 2.5 percent effective January 1, 2018, and an increase of 2.5 percent effective January 1, 2019. In addition, active employees as of the date of ratification of the agreement will receive a one-time lump sum payment of \$500; and a 3 percent premium pay for a Wastewater Treatment Plant Assistant in a training program will be discontinued for future employees, but current incumbents will continue to receive the pay as long as they remain in the classification. Beginning in 2018, the classifications of Heavy Equipment Mechanic (CSC 5332), Fire & Marine Diesel Mechanic (CSC 5335), and Fire & Marine Shop Supervisor (CSC 5336) will be eligible to receive new premium pays for holding specific certifications as outlined in the collective bargaining agreement.

Other changes to the agreement include changes to the grievance language to state that each party is responsible for costs related to development and presentation of their respective cases in arbitration; a revision to the bid procedure and a minimum number of bid positions for employees in the Environmental Services Plant Maintenance Division; increasing the annual tool allowance for eligible employees by \$100, and the allowance for safety related footwear by \$50; and updating and moving contract language related to time off and benefits to Appendix B.



ISSUE:

Authorization is required to execute the Collective Bargaining Agreement as negotiated with the bargaining unit on behalf of the employees represented by the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit.

RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve the legislation.

FISCAL IMPACT:

Fiscal impact has been provided by the Budget Office.