



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
Karen Short, Senior Human Resources Consultant
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the International Association of Sheet Metal, Air, Rail, and Transportation Workers – Transportation Division, Local 1977 Yardmaster s Unit – March 25, 2025
DATE: February 26, 2025

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a collective bargaining agreement with the International Association of Sheet Metal, Air, Rail, and Transportation Workers – Transportation Division, Local 1977 Yardmasters Unit, effective retroactive from January 1, 2025, through December 31, 2028.

BACKGROUND:

The resolution authorizes execution of a Collective Bargaining Agreement (CBA) as negotiated with the International Association of Sheet Metal, Air, Rail, and Transportation Workers – Transportation Division, Local 1977 Yardmaster s Unit, effective retroactive from January 1, 2025, through December 31, 2028. The CBA has been scheduled for consideration by the Public Utility Board on March 12, 2025.

The four-year agreement covers approximately 5 budgeted, full-time equivalent positions located within Tacoma Public Utilities. The agreement provides for a general wage increase in each year of the agreement. Effective retroactive to January 1, 2025, the Yardmaster base wage shall be \$61.13 per hour; effective January 1, 2026, the Yardmaster base wage shall be \$63.57 per hour; effective January 1, 2027, the Yardmaster base wage shall be \$66.11 per hour; and effective January 1, and 2028, the Yardmaster base wage will be \$68.76 per hour.

In addition, a one-time deposit of 48 hours of additional floating holiday leave will be granted to each regular Yardmaster employed on the date of City Council approval. The additional leave must be used by December 31, 2025, and may not be carried over, or cashed out.

Other changes to the agreement include:

1. The incorporation of the parties’ existing Juneteenth Letter of Agreement into Section 2.5.4.
2. Clarification of Yardmaster seniority rights in Section 2.10.1.
3. Modification of Section 2.13.4 regarding compensation paid for employee attendance at meetings outside of the regular work shift.
4. A change in the processing of annual PTO cash out requests to be consistent with TMC 1.12.248.B.5(e).
5. The deletion of Section 3.11 Shoe Allowance.
6. An increase to the amount paid for a Yardmaster assigned to facilitate the training of a Yardmaster trainee from 1 hour to 2 hours of straight time pay for each day so assigned.
7. The deletion of Section 5.3 regarding the Yardmasters Committee of Adjustment.
8. Modifications to the Memorandum of Agreement regarding Guaranteed Extra Board Yardmaster position.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the International Association of Sheet Metal, Air, Rail, and Transportation Workers – Transportation Division, Local 1977 Yardmaster s Unit, and has been bargained in good faith.



2025 STRATEGIC PRIORITIES:

Economy/Workforce: *Equity Index Score:* 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)
1. Do not approve execution of the Collective Bargaining Agreement	N/A	Unknown

EVALUATION AND FOLLOW UP:

Please include what performance measures and/or benchmarks you have identified that indicate success. Explain how you will follow up with staff and/or Council to report success or changes.

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to execute the Collective Bargaining Agreement with the International Association of Sheet Metal, Air, Rail, and Transportation Workers – Transportation Division, Local 1977 Yardmaster s Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Management Services 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