



RESOLUTION NO. 39417

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 four-year Collective Bargaining Agreement between the City and the
3 International Brotherhood of Electrical Workers, Local 483, Custodial and
4 Building Maintenance Unit, effective retroactive to January 1, 2016, until
5 December 31, 2019.

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

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

13 WHEREAS the bargaining unit consists of approximately 26 budgeted,
14 full-time equivalent ("FTE") positions, with 21 FTEs located within Tacoma Public
15 Utilities ("TPU") and five FTEs located within General Government, and

16 WHEREAS the proposed CBA will provide for a wage increase of 2 percent
17 retroactive to January 1, 2016; a wage increase of 2 percent effective January 1,
18 2017; a wage increase of 2 percent effective January 1, 2018; and a wage increase
19 of 2 percent effective January 1, 2019, and

20 WHEREAS other changes to the CBA include: (1) changing language in
21 articles relating to Discipline, Non-Discrimination, Grievance Procedure, Temporary
22 Vacancies, Selection of Personnel and Hours of Work; (2) incorporating a previous
23 Letter of Understanding regarding the process for determining set ups at TPU;
24 (3) providing language regarding a bid process for TPU Custodians for scheduled
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overtime, and how overtime opportunities are to be assigned; and (4) moving
1 language relating to time off and benefits to Appendix B, and

2 WHEREAS the CBA was considered and approved by the Public Utility
3 Board at its meeting of March 23, 2016, and

4 WHEREAS it appears in the best interests of the City that the proposed CBA
5 negotiated by said Union and the City be approved; Now, Therefore,

6
7 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

8 That the proper officers of the City are hereby authorized to execute the
9 four-year Collective Bargaining Agreement between the City and International
10 Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance
11 Unit, effective retroactive to January 1, 2016, through December 31, 2019, said
12 document to be substantially in the form of the proposed agreement on file in the
13 office of the City Clerk.
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16 Adopted _____

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18 _____
19 Mayor

20 Attest:

21 _____
22 City Clerk

23 Approved as to form:

24 _____
25 Deputy City Attorney

26 Requested by Public Utility Board
Resolution No. U-10850