



## RESOLUTION NO. 40409

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, effective retroactive to January 1, 2018, through December 31,  
4 2021.

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 133 budgeted,  
11 full-time equivalent (“FTE”) positions, and

12 WHEREAS the CBA covers four years and will provide for a wage increase  
13 in each year of the agreement; effective retroactive to January 1, 2018, base  
14 wages will increase by 2.5 percent; effective January 1, 2019, base wages will  
15 increase by 3 percent; effective January 1, 2020, wages will increase by 3 percent;  
16 and effective January 1, 2021, wages will increase by 2.5 percent, and

17 WHEREAS bargaining unit employees employed as of July 29, 2019, will  
18 receive a one-time lump sum payment of \$300, and

19 WHEREAS other changes include: (1) reduce steps in the pay range for  
20 Sewer Worker (CSC 5010) from six steps to five steps effective January 1, 2019;  
21 (2) increase the allowance for boots and foul weather gear, from \$250 to \$275  
22 annually; (3) modification of the pay range for the classification of Senior Sewer  
23  
24  
25  
26



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

Worker (CSC 5011) by removing the criteria to reach non-automatic Step 4; (4) updates to language in Article 12 on Non-Discrimination, Article 13 regarding release time for employees to participate in negotiations, and Article 14 regarding Hours of Work and Overtime; and (5) moves language regarding time off and benefits to Appendix B, 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, 2018, through December 31, 2021, 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