



RESOLUTION NO. 40588

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 three-year Collective Bargaining Agreement between the City and
3 International Brotherhood of Electrical Workers, Local 483, Custodial and
4 Building Maintenance Unit, effective retroactive to January 1, 2020, through
5 December 31, 2022.

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 three-year Collective
10 Bargaining Agreement (“CBA”) between the City and International Brotherhood of
11 Electrical Workers, Local 483, Custodial and Building Maintenance Unit (“Union”),
12 on behalf of the employees represented by said Union, and

13 WHEREAS the bargaining unit consists of approximately 26 budgeted,
14 full-time equivalent (“FTE”) positions, with all 26 FTEs assigned to Tacoma Public
15 Utilities, and

16 WHEREAS the CBA will provide for a wage increase in each year of the
17 agreement; retroactive to January 1, 2020, wages will increase by 3 percent, and
18 the classification of Custodian will receive a market adjustment of 2 percent;
19 effective January 1, 2021, wages will increase by 2.5 percent; and effective
20 January 1, 2022, wages will increase by 2.25 percent, and

21 WHEREAS other changes include: (1) an increase from \$175 to \$185 for
22 the annual footwear allowance for employees not required to wear safety-toed
23 boots, or an annual allowance of \$225 for employees required to wear safety-toed
24 boots; (2) an increase from \$300 to \$325 in the annual clothing allowance for
25 boots; (2) an increase from \$300 to \$325 in the annual clothing allowance for
26 boots;



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employees to purchase suitable work clothing; (3) clarification of language in Article 2, Union Recognition, regarding the employment status of City Employees who are part of the Union, and may desire to act as the Union Business Manager/Representative, and to reflect legal requirements based on the *Janus v. AFSCME Council 31* court case; and (4) make changes in Article 8 - Grievance Procedure, and Article 12 – Hours of Work regarding the Building Maintenance “on call” shift, and Custodial overtime opportunities, and

WHEREAS the CBA was considered and approved by the Public Utility Board at its meeting of April 8, 2020, 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:

Section 1. That the proper officers of the City are hereby authorized to execute the three-year Collective Bargaining Agreement between the City and International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit, effective retroactive to January 1, 2020, through December 31, 2022, said document to be substantially in the form of the agreement on file in the office of the City Clerk.



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Section 2. That the City Council finds that this Resolution is necessary,
routine, and consistent with Governor Inslee's emergency proclamation issued
March 24, 2020, suspending portions of the Open Public Meetings Act for 30
days.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

City Attorney

Requested by Public Utility Board
Resolution No. U-11154