



## RESOLUTION NO. 40863

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 three-year Collective Bargaining Agreement between the City and District  
3 Lodge #160, on behalf of Local Lodge #297 of the International Association  
4 of Machinists and Aerospace Workers, Rail Mechanics Unit, consisting  
of 16 budgeted full-time equivalent positions, effective retroactive to  
January 1, 2021, through December 31, 2023.

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

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9 WHEREAS this resolution allows for the execution of a three-year Collective  
10 Bargaining Agreement (“CBA”) between the City and District Lodge #160, on behalf  
11 Local Lodge #297 of the International Association of Machinists and Aerospace  
12 Workers, Rail Mechanics Unit (“Union”), on behalf of the employees represented by  
13 said Union, and

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15 WHEREAS the bargaining unit consists of approximately 16 budgeted,  
16 full-time equivalent (“FTE”) positions assigned to Tacoma Public Utilities, and

17 WHEREAS the CBA provides that effective retroactive to January 1, 2021,  
18 all classifications will receive a general wage increase of 2 percent, and the  
19 classification of Railway Shop Worker will also receive a market-based adjustment  
20 of \$1.00 per hour; effective January 1, 2022 and January 1, 2023, all classifications  
21 will receive a general wage increase of 2 percent; effective as soon as practicable  
22 following Council adoption of the CBA, the City will match the 457(b) deferred  
23 compensation contributions of employees up to a maximum matching contribution  
24 of 3 percent of base salary, subject to Internal Revenue Code  
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maximum contributions for Section 457 plans; and that all bargaining unit employees employed on the date of Council ratification will receive a \$2,000 one-time, lump sum payment in lieu of retroactivity on deferred compensation matching funds, and

WHEREAS other changes include: (1) modifying language to provide that premiums paid for group life insurance and the amount paid for meal allowances will be as prescribed by the Tacoma Joint Labor Agreement; (2) changing language related to scheduling, shift bidding, and assignments; and (3) housekeeping updates to reflect gender neutral language, and

WHEREAS the CBA was considered and approved by the Public Utility Board at its special meeting of October 27, 2021, 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 three-year Collective Bargaining Agreement between the City and District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Rail Mechanics Unit, effective retroactive to



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January 1, 2021, through December 31, 2023, 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

Requested by Public Utility Board  
Resolution No. U-11284