



## RESOLUTION NO. 41389

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 No.160, on behalf of Local Lodge No. 297 of the International  
4 Association of Machinists and Aerospace Workers, Yard Clerk Unit,  
5 consisting of 6 budgeted full-time equivalent positions, effective retroactive to  
6 January 1, 2024, through December 31, 2026.

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

10 WHEREAS this resolution allows for the execution of a three-year Collective  
11 Bargaining Agreement (“CBA”) between the City and District Lodge No.160, on  
12 behalf of Local Lodge No. 297 of the International Association of Machinists and  
13 Aerospace Workers, Yard Clerk Unit (“Union”), on behalf of the employees  
14 represented by said Union, and

15 WHEREAS the bargaining unit consists of approximately 6 budgeted,  
16 full-time equivalent positions, and

17 WHEREAS, effective retroactive to January 1, 2024, the CBA will provide for  
18 a wage increase of 4 percent; effective January 1, 2025, an increase of 4 percent;  
19 and effective January 1, 2026, an increase of 2 percent will be provided, and

20 WHEREAS each Yard Clerk employed on the date of union ratification will  
21 receive a lump sum payment of \$2000, and

22 WHEREAS other changes include: 1) incorporation of the Juneteenth holiday  
23 into the CBA; 2) adding language to provide that a Yard Clerk promoted from a  
24 position that has the provision of City paid retiree medical will carry that benefit  
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forward with them to the Yard Clerk classification; 3) a change to the method for an annual PTO cash out to be consistent with TMC 1.12.248.B.5(e); and 4) the addition of a Voluntary Employee Beneficiary Association (“VEBA”) for eligible Yard Clerk employees, and

WHEREAS eligible Yard Clerk employees are those that do not have the provision of City paid retiree medical coverage and the employer will provide a lump sum payment for the eligible employees to VEBA based on the employee’s years of aggregate service multiplied by the 2024 monthly medical reported plan value, and

WHEREAS the eligible employees will also make a bi-weekly contribution of \$100 to the VEBA and contribute the value of their unused PTO upon retirement, and that amount can only be changed no more than once per year, with 30 days’ notice, and

WHEREAS the CBA was considered and approved by the Public Utility Board at its meeting of March 13, 2024, 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:

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That the proper officers of the City are hereby authorized to execute the three-year Collective Bargaining Agreement between the City and District Lodge No.160, on behalf of Local Lodge No. 297 of the International Association of Machinists and Aerospace Workers, Yard Clerk Unit, effective retroactive to January 1, 2024, through December 31, 2026, 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-11445