



RESOLUTION NO. 41874

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Letter of Agreement negotiated between the City of Tacoma and the Sheet
3 Metal, Air, Rail and Transportation – Transportation Division (SMART-TD),
4 Conductor Unit, regarding a new classification entitled Railway Conductor
5 Trainee.

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 Resolution No. 41501, adopted August 6, 2024, authorized the
10 execution of the seven-year Collective Bargaining Agreement (“CBA”) between the
11 City of Tacoma and the Sheet Metal, Air, Rail and Transportation – Transportation
12 Division (SMART-TD), Conductor Unit, (“Union”), on behalf of the employees
13 represented by said Union, and

14 WHEREAS the City and the Union have negotiated a Letter of Agreement
15 (“LOA”) to the CBA regarding a new classification to be titled Railway Conductor
16 Trainee, to be created and represented by the Sheet Metal, Air, Rail and
17 Transportation – Transportation Division (SMART-TD), Conductor Unit, and

18 WHEREAS Tacoma Rail has primarily relied upon outside lateral
19 recruitments of certified conductors hired from other railroads, which impedes
20 Tacoma Rail from its aspiration of recruiting and training City of Tacoma residents
21 to perform this work, and

22 WHEREAS Tacoma Rail and the Union have a shared desire to create an
23 in-house training program to allow candidates with no prior railroad industry
24 experience the opportunity to become journey-level Railway Conductors, and
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WHEREAS the LOA provides for the creation of the classification of Railway Conductor Trainee to be added to the Compensation Plan and the classification will be created as classified, overtime category "B", with a four step pay range set at 70, 75, 80 and 85 percent of the journey-level hourly rate for Railway Conductor, and

WHEREAS progression through the pay range will be based on successful progression through four stages of training and the Conductor Trainees will serve a nine month probationary period, and upon completion, will be eligible to compete for a promotion to a vacant permanent Railway Conductor position, and

WHEREAS additionally, promotion to the journey-level classification of Railway Conductor is not guaranteed, and shall be at the exclusive determination of Tacoma Rail management, consistent with the Civil Service rules, the CBA, and shall be based on business and operational need, and

WHEREAS, by adoption of Public Utility Board Resolution No. U-11590 on March 11, 2026, the LOA was approved, pending confirmation from the City Council, and

WHEREAS it appears in the best interest of the City that the LOA 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 Letter of Agreement negotiated between the City of Tacoma and the Sheet Metal, Air, Rail and Transportation – Transportation Division (SMART-TD), Conductor Unit, said document to be substantially in the form of the document on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

Resolution No. U-11590