



RESOLUTION NO. 38920

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 collective bargaining agreement between the City and the International
3 Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit,
effective retroactive to April 1, 2013, through March 31, 2017.

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 the proposed four-
8 year (2013-2017) Collective Bargaining Agreement ("CBA") between the City and
9 the International Brotherhood of Electrical Workers, Local 483, Tacoma Power
10 Unit ("Union"), on behalf of the employees represented by said Union, and

11 WHEREAS the bargaining unit consists of approximately 329.3 budgeted,
12 full-time equivalent ("FTE") positions, with 24.5 positions assigned to General
13 Government and 304.8 positions assigned to Tacoma Public Utilities, and

14 WHEREAS the proposed CBA includes the following provisions:

15 (1) effective retroactive to April 1, 2013, wages shall be determined as a result of a
16 market study, and employees in classifications that are currently above the new
17 top step rate of pay will be redlined until the salary range catches up with their
18 current rate; (2) effective retroactive to April 1, 2014, wages shall increase by
19 2 percent, based on 100 percent of the CPI-W, Seattle-Tacoma, June -June index,
20 with a minimum increase of 2 percent and a maximum of 4 percent; (3) effective
21 April 1, 2015, wages shall increase by 100 percent of the CPI-W, Seattle-Tacoma,
22 June -June index, with a minimum of 2 percent and a maximum of 4 percent; and
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1 (4) effective April 1, 2016, wages shall increase by 100 percent of the CPI-W,
2 Seattle-Tacoma, June 2014-June 2015 index, with a minimum of 2 percent and a
3 maximum of 4 percent; and

4 WHEREAS, for each year of the CBA, 2013–2016, after the April 1 wage
5 increase has been applied, employees who remain at a frozen rate of pay shall
6 receive a one-time lump sum payment of \$500, and

7 WHEREAS other significant provisions of the CBA include improving
8 language relating to management rights; clarifying language relating to the
9 grievance process; changing the threshold for disciplinary suspensions taken to
10 arbitration from 11 days to five days; adding a voluntary standby program for
11 Hydro projects; requiring a one-hour response time for employees to be eligible
12 for callouts; increasing the Board and Lodging allowance from \$65 to \$85 per day;
13 increasing the clothing allowance to four hours at the Line Electrician base rate;
14 and clarifying which classifications are eligible for clothing allowance or are to be
15 provided with fire-resistant clothing, and

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18 WHEREAS six Letters of Understanding (“LOU”) have been removed or
19 incorporated into the CBA; updates have been made to the LOU on Emergency
20 Callout procedures; and amendments were made to Addendums 1 and 2 to
21 remove obsolete language, and

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23 WHEREAS it now appears in the best interest of the City that the proposed
24 CBA negotiated by said Union and the City be approved; Now, Therefore,

25 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 Collective Bargaining Agreement between the City and International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit, effective retroactive to April 1, 2013, through March 31, 2017, said document to be substantially in the form of the proposed agreement on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney