



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
Karen Short, Senior Human Resources Analyst, Human Resources
Shelby Fritz, Director, Human Resources
Kari Louie, Assistant Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Letter of Agreement with the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit – August 2, 2022
DATE: July 18, 2022

SUMMARY AND PURPOSE:

A resolution authorizing execution of a Letter of Agreement as negotiated with the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit.

BACKGROUND:

The resolution will authorize the execution of a Letter of Agreement (LOA) as negotiated with the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit.

The City and the Union have agreed on revisions to the classification specification for Solid Waste Mechanic to include that all employees in the position must complete a welding training program or equivalent and demonstrate sufficient welding skills to perform the welding duties as specified in the revised job classification.

Given that the revisions include a more detailed and extensive description of the welding equipment and type of welding that employees in this classification are required to perform, the Letter of Agreement also includes a wage increase for Solid Waste Mechanic, of 7 percent retroactive to June 6, 2022. Employees will be compensated for attending Welding Training during regular work hours and may include overtime; and management may adjust an employee’s work schedule to attend the training as business needs permit. In addition, Jesse Harris, who completed this training prior to June 6, 2022, will be eligible to receive payment for time spent in Welding Training completed from March 28, 2022, to June 1, 2022, for which he was not previously paid.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit and has been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.



ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the Letter of Agreement	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council is required to authorize execution of the Letter of Agreement with the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit.

FISCAL IMPACT:

A fiscal impact memorandum is provided by the Budget Office. Department Directors will be responsible for adhering to overall levels of appropriation.

What Funding is being used to support the expense?

Participating department will be responsible for additional costs.

Are the expenditures and revenues planned and budgeted in this biennium's current budget?

YES

Are there financial costs or other impacts of not implementing the legislation?

YES

Will the legislation have an ongoing/recurring fiscal impact?

YES

Will the legislation change the City's FTE/personnel counts?

No

ATTACHMENTS:

Letter of Agreement