

**Letter of Agreement  
By and Between  
CITY OF TACOMA  
And  
DISTRICT LODGE #160  
ON BEHALF OF LOCAL LODGE #297 OF THE IAM AND AW (GENERAL UNIT)**

---

**Subject: Solid Waste Mechanic Training and Wage Increase Due to Classification Specification Revisions**

The City of Tacoma (City) and District Lodge #160 on Behalf of Local Lodge #297 of the IAM and AW (General Unit) (Union) (collectively, the Parties) enter into this Letter of Agreement (LOA).

**Background**

The Parties have reviewed revisions to the Solid Waste Mechanic classification specification (CSC 5338). Due to these revisions, the Parties have reached agreement as described below.

**Agreement**

The Parties agree as follows:

- A. The effective date of the Solid Waste Mechanic classification specification revisions is June 6, 2022.
- B. All Solid Waste Mechanics shall be provided as needed, at the Employer's cost, Welder I Training or equivalent training that meets the requirements of the revised classification specification ("Welding Training"). Attending Welding Training will be included in the employee's regular work hours, that may include overtime, and management may adjust an employee's work schedule to attend the training as business needs permit.
- C. On June 6, 2022, the effective date of the Solid Waste Mechanic classification specification revisions, and going forward from that date, Jesse Harris, Solid Waste Mechanic, will receive compensation for attending Welding Training as described in Paragraph B above. In the first full pay period after the effective date of this LOA, Jesse Harris will receive payment in the amount of eleven thousand seven hundred forty-eight dollars (\$11,748.00), representing the 0 regular hours and 220 overtime hours at time and one-half at the rate of pay he was earning at that time, when he attended Welding Training from March 28, 2022 to June 1, 2022, for which he was not previously paid.
- D. All Solid Waste Mechanics must successfully complete a welding training program or equivalent and demonstrate sufficient welding skills to perform the welding duties as specified in the revised job classification. Failure of a Solid Waste Mechanic to successfully do so may lead to termination of employment. If due to unforeseen circumstances an employee does not complete the training within twelve months as referenced in the revised classification specification, then Management may approve an extension of time. Such approval will not be unreasonably denied.
- E. Attached as Exhibit A, Paragraph 1, to this LOA are the types of welding activities that Solid Waste Mechanics will be performing as part of their job duties pursuant to the revised job classification specification once they are sufficiently trained. Additionally in Exhibit A, Paragraph 2, are those types of welding activities which, if a Solid Waste Mechanic is qualified to do and performs, they will be upgraded to Fabrication Welder pay, in accordance



**Exhibit A**

1. Types of welding activities that Solid Waste Mechanics will be performing as part of their regular job duties once they are sufficiently trained, pursuant to the revised job classification specification:
  - a. Welding of parts and equipment that do not support people or that are over people.
  - b. Examples of types of welding activities include:
    - Recycle bins
    - Drop-Off Box ("DOB") containers
    - Fork boxes
    - Customer compactors as requested
    - Recovery and Transfer Center ("RTC") compactors
    - Push walls
    - Hopper chutes
    - Signs
    - Brackets
    - Poles
    - Other parts and equipment that do not support people or that are over people
2. Types of welding activities that is not considered a part of the Solid Waste Mechanic's regular job duties, which if performed will result in an upgrade to Fabrication Welder pay, in accordance with Article 13, Filling of Vacancies, Section 13.4, Temporary Upgrade, in the Parties' collective bargaining agreement:
  - a. Welding on structures that support people or that are designed to be over people.
  - b. Welding on anything that requires a certified welder, such as pipe welding and pressure vessels.