

# LETTER OF AGREEMENT

## CITY OF TACOMA

and the

## IBEW, LOCAL 483 – WATER POLLUTION CONTROL UNIT

Effective Date: \_\_\_\_\_

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**Subject: Fatigue Time Pilot Program for non-Operations Bargaining Unit employees.**

The City of Tacoma (“City”) and IBEW, Local 483 – Water Pollution Control Unit (“Union”), (collectively, the “Parties”), enter into this Letter of Agreement (“LOA”).

**Background**

The Parties’ 2020-2022 collective bargaining agreement (“CBA”) contains a provision in Section 13.7.B, regarding Fatigue Time for non-operations employees in the Bargaining Unit. That provision states:

- “Employees who have worked overtime that ends less than eight (8) hours prior to the start of their regular shift shall be allowed to use accrued compensatory time, sick leave, vacation or PTO leave for a maximum of an eight (8) hour rest break, if desired, before returning to their regular shift.”

During the collective bargaining of a successor CBA (2023-2025), the Parties identified a mutual interest to explore modified fatigue time language that would better fit the technical, short duration overtime work typically performed by employees in the classifications identified in Section 1, below, to better ensure:

- a. Adequate rest for employees performing overtime work during key rest hours in the early morning (between midnight and 4:00 a.m.), before returning to work for their regular shift, improving overall safety and productivity.
- b. The continuous, efficient operation of the WWTP and the SW Facility.
- c. The environmental safety of the surrounding environment (e.g., Puget Sound, City property, personal property, etc.) that the WWTP and SW Facility were designed to protect.

As a result of those discussions during the collective bargaining process, the Parties have agreed to a trial program (“Pilot Program”).

**Agreement Terms**

The Parties agree to the following terms and conditions for the Pilot Program.

1. This LOA exclusively applies to employees in the following classifications:
  - WWTP Electrician/Instrumentation Technician
  - Environmental Systems Technician



