



## RESOLUTION NO. 40370

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 three-year Collective Bargaining Agreement between the City and  
3 International Brotherhood of Electrical Workers, Local 483, Water Division  
4 Unit, effective retroactive to January 1, 2019, through December 31, 2021.

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 a three-year Collective  
8 Bargaining Agreement (“CBA”) between the City and Brotherhood of Electrical  
9 Workers, Local 483, Water Division Unit (“Union”), on behalf of the employees  
10 represented by said Union, and

11 WHEREAS the bargaining unit consists of approximately 129 budgeted,  
12 full-time equivalent (“FTE”) positions, and

13 WHEREAS the CBA covers three years and provides for a wage increase in  
14 each year of the agreement; effective retroactive to January 1, 2019 the journey  
15 level wage rate, and all wage rates not expressed as a percentage of journey level,  
16 will increase retroactively by 3 percent; effective January 1, 2020, the journey level  
17 wage rate and all wage rates not expressed as a percentage of journey level shall  
18 increase by 3 percent; effective January 1, 2021, the journey level wage rate and  
19 all wage rates not expressed as a percentage of journey level shall increase by 2.5  
20 percent, and  
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WHEREAS other changes include: (1) removing the CDL requirement for the classification of Water Service Mechanic positions in Water Quality, (2) adding language to Article 2, Union Recognition to reflect changes required by law, (3) adding language clarifying the article on non-discrimination, and (4) adding standard language regarding time off and benefits to Appendix B, and

WHEREAS the CBA was considered and approved by the Public Utility Board at its meeting of June 26, 2019, and

WHEREAS it appears in the best interests of the City that the CBA negotiated by said Union and the City be approved; Now, Therefore,

**BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:**

That the proper officers of the City are hereby authorized to execute the three-year Collective Bargaining Agreement between the City and International Brotherhood of Electrical Workers, Local 483, Water Division Unit, effective



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retroactive to January 1, 2019, through December 31, 2021, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

\_\_\_\_\_  
City Clerk

Approved as to form:

\_\_\_\_\_  
Deputy City Attorney

Requested by Public Utility Board  
Resolution No. U-11081