



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Karen Short, Senior Human Resources Analyst, Human Resources  
Bill Fosbre, City Attorney  
Dylan Carlson, Senior Labor Relations Manager  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution – Authorize execution of a Collective Bargaining Agreement with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists & Aerospace Workers, Local 160, Yard Clerk Unit – December 3, 2019  
**DATE:** November 8, 2019

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**SUMMARY:**

A resolution authorizing the execution of a Collective Bargaining Agreement (CBA) and Memorandum of Understanding (MOU), negotiated with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists & Aerospace Workers, Local 160, Yard Clerk Unit, effective January 1, 2020, through December 31, 2023.

**STRATEGIC POLICY PRIORITY:**

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for compensation and benefits as negotiated in the Collective Bargaining Agreement with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists & Aerospace Workers, Local 160, Yard Clerk Unit.

**BACKGROUND:**

The resolution will authorize the execution of a 2020-2023 Collective Bargaining Agreement (CBA) and Memorandum of Understanding (MOU) as negotiated with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists & Aerospace Workers, Local 160, Yard Clerk Unit. The agreement covers approximately 5 full-time, budgeted positions, and was approved by the Public Utility Board as a resolution on November 13, 2019.

The agreement covers four years, and provides for a wage increase in each year of the agreement. Effective January 1, 2020, the hourly rate for Railway Yard Clerk will be set to \$38.65; effective January 1, 2021, the rate will increase to \$39.50; effective January 1, 2022, the rate will increase to \$40.00, and effective January 1, 2023, the rate will increase to \$40.50.

Other significant changes in the agreement include the withdrawal of the unit from the Western Metal Industry Pension Fund, with the Carrier assuming withdrawal liabilities in accordance with plan procedures and applicable law; that employees hired January 1, 2020 or later, will not be eligible to participate in the longevity program; and new employees hired after the second pay period in January 2020, will be eligible for a reimbursement for required footwear up to \$200, in lieu of the 2020 annual boot allowance provided. In addition, a Memorandum of Understanding is attached to the agreement, regarding a pilot project for guaranteed position 4/10 scheduling with the goal of improving schedule predictability.

**RECOMMENDATION:**

It is recommended that the City Council take the necessary action to approve the legislation.

**FISCAL IMPACT:**

Fiscal impact information is provided by the Office of Management and Budget. Department Directors will be responsible for adhering to their overall level of appropriation.