



RESOLUTION NO. 40497

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 four-year Collective Bargaining Agreement and Memorandum of
3 Understanding between the City and District Lodge #160, on behalf of Local
4 Lodge #297 of the International Association of Machinists & Aerospace
Workers, Local 160, Yard Clerk Unit, effective January 1, 2020, through
December 31, 2023.

5 WHEREAS the City has, for years, adopted the policy of collective
6 bargaining between the various labor organizations representing employees and
7 the administration, and

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9 WHEREAS this resolution allows for the execution of a four-year Collective
10 Bargaining Agreement (“CBA”) between the City and District Lodge #160, on
11 behalf of Local Lodge #297 of the International Association of Machinists &
12 Aerospace Workers, Local 160, Yard Clerk Unit (“Union”), on behalf of the
13 employees represented by said Union, and

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15 WHEREAS the bargaining unit consists of approximately five budgeted,
16 full-time equivalent (“FTE”) positions, and

17 WHEREAS the CBA covers four years and will provide for a wage increase
18 in each year of the agreement; effective January 1, 2020, the hourly rate for
19 Railway Yard Clerk will be set to \$38.65; effective January 1, 2021, the rate will
20 increase to \$39.50; effective January 1, 2022, the rate will increase to \$40.00; and
21 effective January 1, 2023, the rate will increase to \$40.50, and

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23 WHEREAS other significant changes include: (1) withdrawal of the unit
24 from the Western Metal Industry Pension Fund, with the City assuming withdrawal
25 liabilities in accordance with plan procedures and applicable law; (2) employees
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hired after January 1, 2020, will not be eligible for longevity, and (3) new employees hired after the second pay period in January 2020 will be eligible for reimbursement for the required footwear of up to \$200, in lieu of the 2020 annual boot allowance provided, and

WHEREAS the Memorandum of Understanding (“MOU”) is attached to the CBA and provides for a pilot project for guaranteed position 4/10 scheduling, with the goal of improving schedule predictability, and

WHEREAS it appears in the best interests of the City that the CBA and the MOU 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 four-year Collective Bargaining Agreement between the City and 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, including the Memorandum of Understanding, said



1 documents to be substantially in the form of the agreement on file in the office of
2 the City Clerk.

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4 Adopted _____

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7 Mayor

8 Attest:
9 _____
10 City Clerk

11 Approved as to form:
12 _____
13 Deputy City Attorney

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