



## RESOLUTION NO. 40573

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 three-year Collective Bargaining Agreement between the City and the  
3 International Brotherhood of Electrical Workers, Local 483, Water Pollution  
4 Control Unit, effective retroactive to January 1, 2020, through December 31,  
5 2022.

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

9 WHEREAS this resolution allows for the execution of a three-year Collective  
10 Bargaining Agreement (“CBA”) between the City and the International Brotherhood  
11 of Electrical Workers, Local 483, Water Pollution Control Unit (“Union”), on behalf of  
12 the employees represented by said Union, and

13 WHEREAS the bargaining unit consists of approximately 52 budgeted,  
14 full-time equivalent (“FTE”) positions, and

15 WHEREAS the CBA will provide for a wage increase of 3 percent retroactive  
16 to January 1, 2020; a wage increase of 2.5 percent effective January 1, 2021; and a  
17 wage increase of 2.25 percent effective January 1, 2022, and

18 WHEREAS other changes include: (1) updated language regarding the  
19 meeting frequency of the Labor Management Committee; (2) the requirement that  
20 Notice of Performance Concerns and Records of Conversation documents will  
21 contain an expiration date of no greater than three years from its writing if no further  
22 related actions have occurred; (3) the addition of language clarifying the process for  
23 employee upgrades to Senior WWTP Operator; (4) language providing that  
24 employees will be eligible for a reimbursement for the purchase of safety glasses  
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1 consistent with amount and limitations of the Division; (5) provision of paid time for  
2 clean-up prior to the lunch break and end of shift; (6) amendments to Article 13 –  
3 Hours of Work & Scheduling to modify and clarify work hours and shifts for various  
4 personnel; (7) Fatigue Time – if an employee has worked overtime, and has less  
5 than eight hours prior to the start of their regular shift, the employee may use  
6 accrued leave for up to eight hours prior to returning to their regular shift; (8)  
7 clarification of how standby assignments will be made; (9) the addition of an  
8 application of rate of five percent for the classification of WWTP Operator, Senior,  
9 WWTP Operator, and WWTP Operator-In-Training, for working straight time hours  
10 during the “B” Shift; (10) the addition of an application of rate of five percent for  
11 WWTP Electrician/Instrumentation Technician, with a minimum of three years in the  
12 Operations & Maintenance Division, when designated as a Lead, for all hours  
13 worked when specific criteria is met; and, (11) agreement to sunset an existing two  
14 percent application of rate provided to employees in the classification of WWTP  
15 Electrical/Instrumentation Technician, for holding and maintaining a Crane  
16 Operators Certification; employees currently receiving the certification pay will  
17 continue to do so as long as they hold and maintain the certification, but the  
18 application of rate will not be available for any other current and/or future  
19 employees, and  
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24 WHEREAS it appears in the best interests of the City that the CBA  
25 negotiated by said Union and the City be approved; Now, Therefore,  
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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 the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit, effective retroactive to January 1, 2020, through December 31, 2022, 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