



Legislation Text

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**File #:** RES-38655, **Version:** 1

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Req.#13503

RESOLUTION NO.            3 8 6 55

1 A RESOLUTION related to collective bargaining; authorizing the execution of the  
2 proposed collective bargaining agreement between the City and the  
3 Brotherhood of Locomotive Engineers and Trainmen, effective retroactive to  
4 July 1, 2012, through June 30, 2017.

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

8 WHEREAS this resolution allows for the execution of the proposed five-year  
9 (2012-2017) Collective Bargaining Agreement ("CBA") between the City and the  
10 Brotherhood of Locomotive Engineers and Trainmen ("Union"), on behalf of the  
11 employees represented by said Union, and

12 WHEREAS the bargaining unit consists of approximately 19 budgeted,  
13 full-time equivalent ("FTE") positions assigned to Tacoma Public Utilities, Tacoma  
14 Rail Division, and  
15

16 WHEREAS the proposed CBA includes an increase to the base wage rates  
17 for each year of the agreement, July 1, 2012, through July 1, 2016; language

18 included that if a successor bargaining agreement is not reached prior to July 1,

19

20 2017, a cost of living allowance(s) will be payable each July 1 of 1.00 percent of the

21 Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W)

22 Seattle area all items, June to June index, with a minimum increase of 2 percent

23 and a maximum increase of 4 percent, and

24

WHEREAS other significant provisions of the CBA include a one-time

25

26 ratification payment of \$80,000, to be divided between the members based on

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hours worked- an increase to the annual reimbursements allowed for non-steel

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boots from \$80 to \$150, for steel-toed boots from \$120 to \$200; for gloves up to

[10] 3|

\$40; and language that employees will contribute toward employee medical

[10] 3|

4 premiums in the same manner as other City employees, and

5 WHEREAS it now appears in the best interest of the City that the proposed

6 CBA negotiated by said Union and the City be approved; Now, Therefore,

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

[10] 3|

That the proper officers of the City are hereby authorized to execute the

[10] 13|

10 Collective Bargaining Agreement between the City and the Brotherhood of

11 Locomotive Engineers and Trainmen, effective retroactive to July 1, 2012, through

12 June 30, 2017, said document to be substantially in the form of the proposed

13 agreement on file in the office of the City Clerk.

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15 Adopted APR 16 2 013

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Attest:

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19 Itz@z@@

20 City Clerk

21 Approved as to form:

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23 Deputy City Attorney

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CITY CLERK USE ONLY

REQUEST FOR LOCAL VOTER REQUEST

ELI ORDINANCE OR RESOLUTION

Ord./Res.

11Y CLERK'S H

1. DATE: March 15, 2013

2. SPONSORED BY: COUNCIL MEMBER(S) N/A (if no sponsor, enter "N/A")

3a. REQUESTING DEPARTMENT/DIVISION/PROGRAM Human Resources Department
4a. CONTACT (for questions): Karen Short, Senior Human Resources Analyst
PHONE: 591-5424

3b. "Do PASS" FROM [Committee Name]
F1 Yes
Fj No
F@ To Committee as information only
M Did not go before a Committee
4b. Person Presenting: Joy St. Germain, Human Resources Director
PHONE: 591-2060

3c. DID THIS ITEM GO BEFORE THE PUBLIC UTILITY BOARD?
0 Yes, on 3/27/2013
EI Not required
4c. ATTORNEY: Cheryl Comer, Deputy City Attorney
PHONE: 591-5074

@Qar= Director/Utility Division
ctor

5. REQUESTED COUNCIL DATE: April 91

(If a specific council meeting date is required, explain why; i.e., grant application on date, refiled by Mgr)

contract execution date, public notice or hearing required, etc.) y

6. SUMMARY AGENDA TITLE: (A concise sentence, as it will appear on the Council agenda.)

Authorizing execution of a proposed Collective Bargaining Agreement between the City of Tacoma and the Brotherhood of Locomotive Engineers and Trainmen, effective July 1, 2012.

7. BACKGROUND INFORMATION/GENERAL DISCUSSION: (Why is this request necessary? Are there legal requirements? What are the viable alternatives? Who has been involved in the process?)

This resolution allows for the execution of a proposed Collective Bargaining Agreement between the City of Tacoma and the Brotherhood of Locomotive Engineers and Trainmen, effective July 1, 2012, on behalf of employees represented by said Union. The bargaining unit consists of approximately nineteen (19) budgeted, full-time equivalent (FTE) positions, assigned to Tacoma Public Utilities (TPU). The proposed agreement is anticipated to be considered by the Public Utility Board as a resolution on March 27, 2013.

The proposed agreement increases the base wage rates each year of the agreement, July 1, 2012 through July 1, 2016. If a successor bargaining agreement is not reached prior to July 1, 2017, the agreement provides language for cost of living allowance(s) payable each July 1, of 1.00% of the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) Seattle area all items, June to June index, with a minimum increase of 2 percent and a maximum increase of 4 percent. The agreement also include a one-time ratification payment of \$80,000 to be divided between the members based on hours worked; and an increase to the annual reimbursements allowed for non steel toe boots from \$80 to \$150, for steel toed boots from \$120 to \$200; for gloves up to \$40; and language that employees will contribute toward employee medical premiums in the same manner as other City employees..

8. LIST ALL MATERIAL AVAILABLE AS BACKUP INFORMATION FOR THE REQUEST AND INDICATE WHERE FILED:

Source Documents/Backup Material Location of Document

Proposed Collective Bargaining Agreement City Clerk's Office

cotclerk\fonns\RequestResolutionOrdinance.doc Office of the City Clerk (3/15/2013)

CITY CLERK USE ONLY

REQUEST (CONT) Request#: (7)5922  
17, f7l  
Ord/Res rV

9. WHICH OF THE CITY'S STRATEGIC GOALS DOES THIS ITEM SUPPORT? (CHECK THE GOAL THAT BEST APPLIES)

- A. F-1 A SAFE, CLEAN AND ATTRACTIVE COMMUNITY
- B. F@ A DIVERSE, PRODUCTIVE AND SUSTAINABLE ECONOMY
- C. Z A HIGH-PERFORMING, OPEN AND ENGAGED GOVERNMENT

10. IF THIS CONTRACT IS FOR AN AMOUNT OF \$200,000 OR LESS, EXPLAIN WHY IT NEEDS LEGISLATIVE APPROVAL:

11. FINANCIAL IMPACT: F@ EXPENDITURE F-1 REVENUE

- A. F1 No IMPACT (NO FISCAL NOTE)
- B. Z YES, OVER \$ 1 00,000, Fiscal Note Attached
- C. F@ YES, UNDER \$1 00,000, (FISCAL NOTE ATTACHED)  
Provide funding source information below:

FUNDING SOURCE: (Enter amount of funding from each source)  
Fund Number & Name: State \$ city s Other \$ Total Amount

If an expenditure, is it budgeted? F@ Yes M No Where? Cost Center:

Acct

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Office of the City Clerk (OI/U7/2011)

TACOMA PUBLIC UTILITIES  
3628 South 35th Street  
Tacoma, Washington 98409-3192

To: Tadd Wille, Budget officer  
Management Services  
From: Barbara Ostrander, Senior Financial Manager, Ma  
Date: February 27, 2013  
Subject: Financial impact for the Brotherhood of Locomotive Engineers and Trainmen

Background:  
A Tentative Agreement between the City of Tacoma and the Brotherhood of Locomotive Engineers and Trainmen Unit (Union) has been reached to implement a successor collective bargaining agreement (CBA) for 2012 - 2017. This bargaining unit consists of 19 to 20 budgeted full-time equivalent (FTE) positions. FTEs are estimated for years not yet budgeted (2015-2016).

Financial Impact:  
The agreement calls for cost of living adjustments to be applied on July first of each year.

- @ Effective July 1, 2012, the hourly rate shall be \$33.74
- a Effective July 1, 2013, the hourly rate shall be \$34.84
- \* Effective July 1, 2014, the hourly rate shall be \$35.94
- Effective July 1, 2015, the hourly rate shall be \$37.04
- Effective July 1, 2016, the hourly rate shall be \$38.14

Effective January 1, 2013, a onetime ratification payment of \$80,000 will be divided between members based on hours worked. The agreement also includes increases to allowances for shoes and gloves totaling \$140 per employee per year.

FTEs	Actual	Budget	Impact	Fav
	Year	Increase	Increase (UnFav)	
20	2012	24,199	\$25,071	872
19	2013	\$135,276		
19	2014	55,276		OIAI
	2015 - 2016	\$110,552	N/A	N/A
		\$325,303	N/A	

TACOMA POWER

Concur:

TACOMA  
WATER

William A. Gaines, Director of Utilities, CEO

TACOMA

RAI@,

TACOMA PUBLIC UTILITIES  
3628 South 35th Street  
Tacoma, Washington 98409-3192

March 15, 2013

To the Chairman and Members of the Public Utility Board  
And  
To the Mayor and Members of the City Council

Management Negotiating Team recommends adoption of the proposed Collective Bargaining Agreement between the City of Tacoma and the Brotherhood of Locomotive Engineers and Trainmen. The agreement covers approximately nineteen (19) budgeted, full time equivalent (FTE) positions assigned at Tacoma Rail. The agreement is anticipated to be considered by the City Council as a Resolution on April 9, 2013.

The proposed agreement provides for an increase to the base wage rates for each year of the agreement, July 1, 2012 through July 1, 2016. The agreement also provides for language that if a successor bargaining agreement is not reached prior to July 1, 2017, that cost of living allowances will be payable each July 1, of 100% of the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) Seattle area all items, June to June index, with a minimum increase of 2 percent and a maximum increase of 4 percent.

Other provisions of the agreement include a one-time ratification payment of \$80,000 to be divided between the members based on hours worked; and an increase to the annual reimbursements allowed for non steel toe boots from \$80 to \$150, for steel toed boots from \$120 to \$200; for gloves up to \$40; and language that employees will contribute toward employee medical premiums in the same manner as other City employees. The employee premium contribution will be effective as practicable after Council adoption of the agreement.

soon as

it is recommended that the Public Utility Board and the City Council take the necessary approving action.

Very truly yours

William A. Gaines

TACOMA

Director of Utilities/CEO

POWER

TACOMA  
WATER

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Resolution No.

Adopted:

Maker of Motion:

Seconded:

Voice Vote:

MEMBERS	AYES	NAYS	ABSTAIN	ABSENT
Mr. Boe				
Mr. CamDbell				
Mr. Ibsen				
Mr. Lonerqan				
Mr. Mello				
Mr. Thorns				
Ms. Walker				
Ms. Woodards				
Mayor Strickland				

Roll Call Vote:

MEMBERS	AYES	NAYS	ABSTAIN	ABSENT
Mr. Boe				
Mr. Campbell				
Mr. Ibsen				
Mr. Lonerqan				
Mr. Mello				
Mr. Thoms				
Ms. Walker				
Ms. Woodards				
Mayor Strickland-				

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