



TO: Hyun Kim, City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Linnaea Jablonski, Human Resources Director
Karen Short, Senior Human Resources Consultant
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement
with the Brotherhood of Electrical Engineers and Trainmen – June 9, 2026
DATE: May 20, 2026

SUMMARY AND PURPOSE:

A resolution authorizing execution of a successor Collective Bargaining Agreement as negotiated with the Brotherhood of Locomotive Engineers and Trainmen, effective July 1, 2017, through June 30, 2030.

BACKGROUND:

The resolution authorizes execution of a successor Collective Bargaining Agreement (CBA) as negotiated with the Brotherhood of Locomotive Engineers and Trainmen. The agreement covers 19 full time equivalent (FTE) employees and is scheduled for consideration by the Public Utility Board as a resolution on May 27, 2026.

The agreement provides for wage changes and increases effective retroactive from July 1, 2021, through July 1, 2029. Increases will be applied retroactively for all Engineers employed at Tacoma Rail as of the date of City Council approval of the agreement. At the end of the contract term, if a successor agreement is not reached by July 1, 2030, the basic daily rate will increase by 2.5% effective July 1, 2030.

Other changes to the agreement include:

1. Effective the first full month following City Council approval of the agreement, the employee medical insurance premium share will mirror that of other City employees.
2. The City will match the 457(b) deferred compensation contributions of employees up to three percent (3%) of base salary, and subject to the limitations of the IRC maximum contribution requirements for 457 plans.
3. The elimination of the historic “Wellness” program which rewarded employees for the non-use of sick leave. Employees who earned one or more Wellness Days between January 1, 2020, and City Council approval of the agreement will be eligible for a one-time payment equal to two basic days’ wages.
4. In exchange for the Union’s prejudicial withdrawal of all disputed time claims associated with “working off bid assignment” and the removal of related seniority rights and penalty provisions in the collective bargaining agreement, Engineers employed on the date of City Council approval of the agreement will be eligible for a one-time, lump sum payment of \$5,000.
5. An increase to the amount provided for an annual boot allowance from \$200 to \$400.
6. Edits to provisions related to union dues necessary to comply with the *Janus* court decision.
7. Language that provides employees whose original hire date of continuous City employment began on or before July 24, 2024, will continue to participate in the longevity program. Employees hired as a Locomotive Engineer after July 24, 2024, will not be eligible to participate in longevity program.
8. Language changes to the Order of Call for filling vacancies; the elimination of outdated remote reporting rules; the establishment of a voluntary Double Time list; and clarification of second lunch rules.



- 9. Updates and improvements to language to provide greater opportunities for the use of PTO; a change in the rules regarding the annual voluntary PTO cash out option; and updates to Holiday Calling Procedures to match current practice.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Collective Bargaining Agreement has been reached with Brotherhood of Locomotive Engineers and Trainmen and has been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.

ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

| Alternative(s) | Positive Impact(s) | Negative Impact(s) |
|---|--------------------|--------------------|
| Do not approve execution of the Collective Bargaining Agreement | N/A | unknown |

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to authorize execution of the Collective Bargaining Agreement with the Brotherhood of Locomotive Engineers and Trainmen.

FISCAL IMPACT:

Fiscal impact information is provided by the Budget Office. Department Directors are responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

Participating departments will be responsible for continuing costs.

Are the expenditures and revenues planned and budgeted in this biennium’s current budget?

No

Are there financial costs or other impacts of not implementing the legislation?

No

Will the legislation have an ongoing/recurring fiscal impact?

Yes

Will the legislation change the City’s FTE/personnel counts?

No

ATTACHMENTS:

- Collective Bargaining Agreement
- Fiscal Impact Memorandum