LETTER OF AGREEMENT
between
THE CITY OF TACOMA
and
DISTRICT LODGE #160
ON BEHALF OF LOCAL LODGE #297 OF THE IAM AND AW (GENERAL UNIT)

Date: _____

The City of Tacoma ("City") and District Lodge #160 on Behalf of Local Lodge #297 of the IAM and AW (General Unit) ("Union"), collectively (the "Parties") enter into this Letter of Agreement ("LOA"). The City and the Union are Parties to a Collective Bargaining Agreement, effective January 1, 2024, through December 31, 2026 ("CBA").

The Parties agree that employees in the newly created classification of Machine & Fabrication Welder Lead (CSC 53130) will be represented by the Union for the purposes of collective bargaining. The Parties further agree that for 2025 and 2026, the rate of pay for the Machine & Fabrication Welder Lead will be ten percent (10%) above the rate of pay of the Machinist classification established in the CBA for 2025 and 2026.

The Machine & Fabrication Welder Lead will be classified, overtime category "A", and FSLA non-exempt. All other terms and conditions for the Machine & Fabrication Welder Lead classification will be consistent with the current CBA.

2025 – Machine & Fabrication Welder Lead Rate of Pay		
Code	**Classification**	**1 (single Step)**
53130	Machine & Fabrication Welder Lead	$ 50.82

2026 – Machine & Fabrication Welder Lead Rate of Pay		
Code	**Classification**	**1 (single Step)**
53130	Machine & Fabrication Welder Lead	$ 53.53

The Parties intend to incorporate the Machine & Fabrication Welder Lead classification into the successor agreement to the current CBA, at the next collective bargaining opportunity, at which time this LOA will terminate. This LOA will be effective after Tacoma City Council approval, and is not to be used as precedent with respect to other collective bargaining agreements in other divisions or departments of the City or any other union.

For the City of Tacoma

_____
Hyun Kim Date
City Manager

_____
Kari Louie Date
Human Resources Director

_____
Dylan Carlson Date
Division Manager, Labor Relations

Approved as to form:

_____
Erik Furer Date
Deputy City Attorney

For District Lodge #160 General

_____
Zac Collins Date
Business Representative