



TO: Hyun Kim, Interim City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Kari Louie, Interim Human Resources Director
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Track Workers Unit – November 12, 2025
DATE: October 24, 2025

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a successor Collective Bargaining Agreement as negotiated with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Track Workers Unit, effective January 1, 2026, through December 31, 2028.

BACKGROUND:

The resolution will authorize the execution of a successor Collective Bargaining Agreement (CBA) as negotiated with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Track Workers Unit. The CBA is for three years, and covers approximately 7 full-time equivalent, budgeted positions located within Tacoma Public Utilities. The agreement was approved by the Public Utility Board as a resolution on October 22, 2025.

The CBA provides for wage increases in each year of the agreement. Effective January 1, 2026, the hourly rate for Railway Track Maintenance Worker will receive a general wage increase of 3.0 percent, and a market-based increase of 6.5 percent. Effective January 1, 2027, the hourly rate for Railway Track Maintenance Worker will receive a general wage increase of 3.0 percent and a market-based increase of 2.0 percent. Effective January 1, 2028, the hourly rate for Railway Track Maintenance Worker will receive a general wage increase of 3.0 percent and a market-based increase of 2.0 percent. In each year of the agreement, the hourly rates for all other classifications will be calculated at 10 percent above the Railway Track Maintenance Worker rates of pay.

Other changes to the agreement include:

1. A change from providing a reimbursement for leather work gloves, to the employer furnishing replacement gloves for those that are worn out.
2. An increase from \$250 to \$300 in the allowance provided for the purchase of rain gear once every two years.
3. An increase from \$200 to \$300 in the annual allowance provided for work clothing.
4. Adding Juneteenth (June 19) as a paid City holiday to Article 10 of the agreement.
5. Adding an employer match to the 457b deferred compensation contributions of employees covered by the agreement, up to a maximum of 3 percent of base salary.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Collective Bargaining Agreement has been reached with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Track Workers Unit, 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 District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Track Workers Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Management Services 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