



RESOLUTION NO. 41794

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 three-year Collective Bargaining Agreement between the City and the
3 District Lodge No. 160, on behalf of Local Lodge No. 297 of the
4 International Association of Machinists and Aerospace Workers, Track
5 Workers Unit, effective January 1, 2026, through December 31, 2028.

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 District Lodge No. 160, on
11 behalf of Local Lodge No. 297 of the International Association of Machinists and
12 Aerospace Workers, Track Workers Unit ("Union"), on behalf of the employees
13 represented by said Union, and

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

16 WHEREAS the CBA will provide for a wage increase in each year of the
17 agreement, and

18 WHEREAS effective January 1, 2026, the hourly rate for Railway Track
19 Maintenance Worker will receive a general wage increase of 3.0 percent, and a
20 market-based increase of 6.5 percent; effective January 1, 2027, the hourly rate for
21 Railway Track Maintenance Worker will receive a general wage increase of 3.0
22 percent and a market-based increase of 2.0 percent; effective January 1, 2028, the
23 hourly rate for Railway Track Maintenance Worker will receive a general wage
24 increase of 3.0 percent and a market-based increase of 2.0 percent, and in each
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1 year of the agreement, the hourly rates for all other classifications will be calculated
2 at 10 percent above the Railway Track Maintenance Worker rates of pay, and

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

12 WHEREAS the CBA was considered and approved by the Public Utility
13 Board at its meeting of October 22, 2025, and

14 WHEREAS it appears in the best interests of the City that the CBA
15 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 District Lodge No. 160, on behalf of Local Lodge No. 297 of the International Association of Machinists and Aerospace Workers, Track Workers Unit, effective January 1, 2026, through December 31, 2028, 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

Requested by Public Utility Board
Resolution No. U-11564