

CITY COUNCIL AGENDA TOPIC

Resolution authorizing execution of a labor agreement between the City of Bellevue and the International Brotherhood of Electrical Workers Local Union No. 77 (IBEW), representing Traffic Signals and Electronic Communications employees for a four-year contract period starting January 1, 2023, and expiring December 31, 2026. The executed agreement shall be substantially in the form of the agreement in the Council Library.

Joy St. Germain, Director, 452-4581
Matt C. Smith, Assistant Director, 452-7936
Human Resources

Andrew Singelakis, Director, 452-6468
Transportation

John Resha, Director, 452-2567
Finance & Asset Management

EXECUTIVE SUMMARY**ACTION**

This Resolution authorizes execution of a four-year labor agreement between the City of Bellevue and IBEW No. 77, representing certain employees in Transportation and Finance & Asset Management. The executed agreement shall be substantially in the form of the agreement in the Council Library.

RECOMMENDATION

Move to adopt Resolution No. 10368.

BACKGROUND/ANALYSIS

The IBEW No. 77 (Union) currently represents 16 fully benefitted employees, filling positions in five job classifications: approximately 1 percent of the City's regular full-time workforce.

The parties' collective bargaining agreement expired on December 31, 2022. The City and the Union began negotiations for a successor agreement on April 26, 2023, and reached a tentative agreement on January 24, 2024, after eight bargaining sessions. In negotiations, the parties dealt with inflation, local wages, competitive pressures for licensed electricians, the establishment of PSERN and the impact it has had on regional pay rates for Radio/Communication Techs, difficulties brought to light during the COVID-19 pandemic, and several other issues. The tentative agreement was ratified by the employees in the bargaining unit on March 19, 2024. The unit-ratified tentative agreement is now subject to Council approval.

Key Terms of Agreement

Wages: The parties bargained a four-year contract with the following wage adjustments:

- 2023: Effective January 1, the wage schedule in effect for the Electronics Technician/Signal Electrician classification at the Journey level will be increased by 5.5 percent and all other

classifications will be increased a proportional amount as detailed in the proposed agreement.

- 2024: Effective January 1, the wage schedule will be increased by 5.3 percent.
- 2025: Effective January 1, the wage schedule will be increased by 90 percent of the CPI-W, with a minimum increase of 2 percent and maximum of 5 percent.
- 2026: Effective January 1, the wage schedule will be increased by 90 percent of the CPI-W, with a minimum increase of 2 percent and maximum of 5 percent.

Other Changes

- Separate out Communications jobs into a new job series to be paid 5 percent more than other positions.
- Increase the Signal Assistant pay to be equal to 75 percent of the Signal Electrician pay range.
- Provide a 5 percent “add to pay” to those employees who become (or are) standby qualified and who regularly participate in the rotation.
- Increase the current premiums paid to those who hold a valid certificate of competency for a journey level electrician (EL01).
- Provide all fully benefitted employees in the bargaining unit who were employed in the unit on January 1, 2023, and are still employed at the time of unit ratification a lump sum payment of \$2,000 which is subject to all applicable withholdings and payroll taxes.
- Increase protective footwear allowance by \$100 for Basic Standard, and \$125 for Enhanced Standard, based on the job hazards to which the employee is exposed.
- Increase the calendar year uniform allowance for new hires by \$10, and \$75 for other employees.
- Increase the holiday accruals to reflect the addition of Juneteenth as a paid holiday for employees.
- Pay employees for hours missed up to the equivalent of one week due to certain declared emergencies or mandated quarantine where the employee is otherwise able to work, and the absence is employer directed and not the fault of the employee.
- Establish a Health Reimbursement Arrangement Voluntary Employees’ Benefit Association (HRA VEBA) Plan to provide medical spending accounts for eligible employees funded by 20 percent of the employee’s accrued but unused sick leave.
- Require bargaining unit employees to pay the same premium rates and share for Washington Paid Family Medical Leave (PFML) as other employees, which are set by the Washington State Employment Security Department.

The parties are working on a separate memorandum of understanding to address other discrete issues that arose during bargaining, including a partial restoration of leave that employees were required to take during the COVID-19 pandemic.

POLICY & FISCAL IMPACTS

Policy Impact

RCW 41.50.152 requires disclosures of “excess compensation” costs to avoid the unknowing acceptance of significant future liability. The provisions of this contract will not increase estimated future

DRS retirement billings because this requirement applies to PERS 1 employees only and the individuals affected by this agreement participate in PERS 2 or 3.

Fiscal Impact

Assuming current staffing, the agreement reached with the Union will result in a net increased cost to the City of approximately \$506 thousand over the term of the four-year contract (January 1, 2023 – December 31, 2026), including wage adjustments. Sufficient funds are available within the 2023-2024 budget to fund the costs for those years. The costs for 2025 and 2026 will be included in the 2025-2026 budget proposals.

OPTIONS

1. Adopt the Resolution authorizing execution of a labor agreement between the City of Bellevue and the International Brotherhood of Electrical Workers Local Union No. 77 (IBEW), representing Traffic Signals and Electronic Communications employees for a four-year contract period starting January 1, 2023, and expiring December 31, 2026. The executed agreement shall be substantially in the form of the agreement in the Council Library.
2. Do not adopt the Resolution and provide alternative direction to staff.

ATTACHMENTS

Proposed Resolution No. 10368

AVAILABLE IN COUNCIL LIBRARY

2023-2026 Labor Agreement between the City of Bellevue and the International Brotherhood of Electrical Workers Local Union No. 77