

CITY COUNCIL REGULAR SESSION

Resolution authorizing execution of a successor labor agreement by and between the City and the International Brotherhood of Electrical Workers, Local #77 (Union) representing Traffic Signals and Electronic Communications employees for the contract period January 1, 2019, through December 31, 2022.

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Human Resources

EXECUTIVE SUMMARY

This Resolution authorizes the execution of a four-year collective bargaining agreement between the City and the Union representing Traffic Signals and Electronic Communications employees for the contract period of January 1, 2019, through December 31, 2022.

RECOMMENDATION

Move to adopt Resolution No. 9646.

If approved, effective date: 08/05/2019

BACKGROUND/ANALYSIS

The Union represents approximately 16 positions; approximately 1.2 percent of the City's workforce excluding variable or seasonal employees.

Negotiations for this successor agreement began on August 23, 2018. The parties reached a tentative agreement on June 19, 2019, after 12 bargaining sessions. The Union ratified the tentative agreement on July 18. The tentative agreement is subject to Council approval as both Council approval and ratification of the agreement by the bargaining unit are required for execution of the agreement.

Key Package Elements

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

- 2019: 4.55 percent
- 2020: 3 percent
- 2021: 2.88 percent
- 2022: 2.88 percent

Other Changes:

- Beginning in 2020, consistent with the City's health care strategy, new employees will have the option to enroll in either Kaiser Permanente (HMO) or the Premera Choice health plan, but not the Premera Core health plan. In addition, medical and dental waiver rebates for waiving healthcare benefits will be discontinued.
- Other clarifications and non-economic agreements on a variety of issues brought forward by both the City and the Union.

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 retirement billings because this requirement applies to Public Employees' Retirement System Plan 1 (PERS 1) employees only and the individuals covered by this agreement participate in Public Employees' Retirement System Plan 2 (PERS 2).

Fiscal Impact

The agreement reached with the Union will result in a net cost to the City of approximately \$800,000 over the term of the four-year contract (January 1, 2019 – December 31, 2022). Costs for 2019-2020 are included in the approved 2019-2020 budget. The costs for 2021 and 2022 will be included in the 2021-2022 budget proposals.

OPTIONS

1. Adopt the Resolution authorizing execution of a successor labor agreement by and between the City and the International Brotherhood of Electrical Workers, Local #77 (Union) representing Traffic Signals and Electronic Communications employees for the contract period January 1, 2019, through December 31, 2022.
2. Do not adopt the Resolution and provide alternative direction to staff.

ATTACHMENTS & AVAILABLE DOCUMENTS

Proposed Resolution No. 9646

AVAILABLE IN COUNCIL LIBRARY

2019-2022 successor labor agreement substantially in the form of the final agreement