

CITY COUNCIL REGULAR SESSION

Resolution authorizing execution of (1) a successor Collective Bargaining Agreement by and between the City and the Public, Professional & Office-Clerical Employees and Drivers Local Union No. 763, affiliated with the International Brotherhood of Teamsters representing Review & Inspection Supervisors employed with the Building Division of Development Services Department (Union), for the contract period January 1, 2020 – December 31, 2023; and (2) a Memorandum of Understanding (MOU) between the parties providing a lump sum payment to eligible members of the bargaining unit.

Joy St. Germain, Director, 452-4581

Matt Smith, Manager, 452-7936

Human Resources

EXECUTIVE SUMMARY

This Resolution authorizes the execution of a four-year collective bargaining agreement (CBA) between the City and the Union representing certain employees of the Development Services Department for the contract period January 1, 2020 – December 31, 2023, as well as an MOU between the parties agreeing to a lump sum payment to eligible employees in lieu of wage increases.

RECOMMENDATION

Move to adopt Resolution No. 9827

BACKGROUND/ANALYSIS

The Union represents seven employees (as of September 14, 2020) working in the classification of Review & Inspection Supervisors.

The City and the Union reached a tentative agreement on September 14, 2020, and that agreement was ratified by the employees on October 6, 2020. The ratified tentative agreement is now subject to Council approval.

Key Terms of Successor CBA

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

- 2020: 3 percent
- 2021: 2.5 percent
- 2022: 90 percent of the CPI-W Seattle-Tacoma-Bellevue (June)
- 2023: 90 percent of the CPI-W Seattle-Tacoma-Bellevue (June)

Other Significant Changes:

- Changes in union membership and dues deduction pursuant to *Janus* decision.
- Changes in sick leave to align with City's updated policies, and addition of Washington State Paid Family and Medical Leave.
- Changes made to sick leave and continuation of benefits while on leave of absence to align with

the City's policies.

- Deletion of language providing the option for employees to enroll in a Teamsters' pension plan and Teamsters' retiree health and welfare insurance coverage.
- Deletion of language that prohibited the City from applying the HRPPM to represented employees.
- Addition of language to address technology changes.

Health & Welfare Insurance:

- Elimination of eligibility to enroll in the Core Plan for new hires in 2021.
- Alignment of premium contribution percentages in 2021.
- Elimination of both medical and dental waiver rebates in 2021.
- Elimination of the Premera Affordable plan.
- Agreement by the Union to defer to the City's definition of domestic partner for benefit eligibility.

Other clarifications and agreements on a variety of issues brought forward by both the City and the Union.

Key Terms of Successor MOU

In lieu of proposed wage increases by the Union a lump sum payment of \$1,500 will be paid to those employees actively on the payroll as of the date of ratification by the bargaining unit.

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) or Public Employees' Retirement System Plan 3 (PERS 3).

Fiscal Impact

The agreement reached with the Union is estimated to cost the City approximately \$265,000 over the term of the four-year contract (January 1, 2020 – December 31, 2023), including the 2020 and 2021 wage adjustments, projections for the 2022 and 2023 Cost-of-Living Adjustments (COLA), and other changes. Costs do not include any savings from the elimination of the Core plan after 2021. Sufficient funds are available within the 2020 budget to fund the 2020 contract costs; and costs for 2021-2023 will be accounted for in the 2021-2022 and 2023-2024 budgets.

OPTIONS

1. Adopt the Resolution authorizing execution of (1) a successor Collective Bargaining Agreement by and between the City and the Public, Professional & Office-Clerical Employees and Drivers Local Union No. 763, affiliated with the International Brotherhood of Teamsters representing Review & Inspection Supervisors employed with the Building Division of Development Services Department

(Union), for the contract period January 1, 2020 – December 31, 2023; and (2) a Memorandum of Understanding (MOU) between the parties providing a lump sum payment to eligible members of the bargaining unit.

2. Do not adopt the Resolution and provide alternative direction to staff.

ATTACHMENTS & AVAILABLE DOCUMENTS

Proposed Resolution No. 9827

AVAILABLE IN COUNCIL LIBRARY

2020-2023 successor Collective Bargaining Agreement and Memorandum of Understanding substantially in the form of the final agreements