



RESOLUTION NO. U-11232

1 A RESOLUTION relating to Tacoma Power; approving a Letter of Agreement
2 (“LOA”) between the City and the International Brotherhood of Electrical
Workers, Local 483, Tacoma Power Unit (“IBEW”).

3 WHEREAS the City of Tacoma, Department of Utilities, Light Division
4 (d.b.a. “Tacoma Power”), and the International Brotherhood of Electrical
5 Workers Local 483, Tacoma Power Unit (“IBEW”), have proposed a Letter of
6 Agreement (“LOA”) regarding step progression for the classification of
7 Telecommunications Utility Worker, and

9 WHEREAS the parties previously reached agreement on the transition of
10 impacted classifications from the IBEW, Local 483, Click! bargaining unit to the
11 IBEW, Local 483, Tacoma Power Unit, memorialized in the “Network
12 Construction Technicians and Workforce Transition Agreement” Letter of
13 Agreement (Transition Agreement), effective March 17, 2020, and

15 WHEREAS the Letter of Agreement inadvertently omitted previous
16 language from Section 21.5.b of the IBEW, Local 483 Click! agreement, leading
17 to potential confusion about step progression for employees in the
18 Telecommunications Utility Worker classification, and

20 WHEREAS this LOA replaces Clause 5, Section 17.4 of the Network
21 Construction Technicians and Workforce Transition Agreement in its entirety
22 with the following:

23
24 Section 17.4 – Training incentive Non-probationary employees in
25 this classification must successfully complete a twenty-four (24)
26 hour vocational pole climbing training to advance beyond Step 3 of
the pay scale. This training incentive does not affect/change the
employee’s hire date and/or anniversary date. Employees must



1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

make a written request for the training. Training will be made available within six (6) months of the receipt of a written request.

WHEREAS it is in the best interests of the City that the proposed LOA negotiated by the Union and the City be approved; Now, therefore,

BE IT RESOLVED BY THE PUBLIC UTILITY BOARD OF THE CITY OF TACOMA:

That the Letter of Agreement between the City and the International Brotherhood of Electrical Workers Local 483, Tacoma Power Unit ("IBEW") is approved, all actions taken by Tacoma Power in the approval and execution of the LOA are ratified, and the City Council is requested to concur in the approval and authorize the proper officers of the City to execute the Letter of Agreement substantially in the form on file and as approved by the City Attorney.

Approved as to form:

_____	_____
/s/	Chair
_____	_____
Chief Deputy City Attorney	Secretary
_____	Adopted _____
Clerk	



Board Action Memorandum

TO: Jackie Flowers, Director of Utilities
COPY: Charleen Jacobs, Director and Board Offices
FROM: Karen Short, Senior Human Resources Analyst
Dylan Carlson, Senior Labor Relations Manager
Bill Fosbre, City Attorney
MEETING DATE: January 13, 2021
DATE: January 5, 2021

SUMMARY:

A resolution recommending adoption of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit, regarding step progression for the classification of Telecommunications Utility Worker.

BACKGROUND:

The resolution will recommend adoption of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Tacoma Power Unit. The Letter of Agreement is scheduled to be considered by the City Council as a resolution on January 26, 2021.

The Parties previously reached agreement on the transition of impacted classifications from the IBEW, Local 483, Click! bargaining unit to the IBEW, Local 483, Tacoma Power bargaining unit. That agreement was memorialized in the "Network Construction Technicians and Workforce Transition Agreement" Letter of Agreement (Transition Agreement), effective March 17, 2020.

The Letter of Agreement inadvertently omitted previous language from Section 21.5.b of the IBEW, Local 483 Click! agreement, leading to potential confusion about step progression for employees in the Telecommunications Utility Worker classification. The letter replaces Clause 5, Section 17.4 of the Network Construction Technicians and Workforce Transition Agreement in its entirety with the following:

Section 17.4 – Training Incentive Non-probationary employees in this classification must successfully complete a twenty-four (24) hour vocational pole climbing training to advance beyond Step 3 of the pay scale. This training incentive does not affect/change the employee's hire date and/or anniversary date. Employees must make a written request for the training. Training will be made available within six (6) months of the receipt of a written request.

ATTACHMENTS:

Letter of Agreement

CONTACT:

Karen Short, Senior Human Resources Analyst, (253) 591-5424
Presenter: Dylan Carlson, Senior Labor Relations Manager

Letter of Agreement

Between

The City of Tacoma, Department of Public Utilities, Light Division (Tacoma Power)

And

International Brotherhood of Electrical Workers Local 483

Subject: Step Progression for Telecommunications Utility Worker Classification

Effective: _____

The City of Tacoma and IBEW Local 483 Power Union (hereinafter the Parties), enter into this Letter of Agreement (LOA) which shall be attached to the 2017-2021 IBEW 483 Power Collective Bargaining Agreement (CBA) and incorporated as though fully set forth therein.

Background:

1. The Parties previously reached agreement on the transition of impacted classifications from the IBEW Local 483 Click! bargaining unit to the IBEW Local 483 Power bargaining unit. That agreement was memorialized in the "Network Construction Technicians and Workforce Transition Agreement" Letter of Agreement (Transition Agreement), effective March 17, 2020.
2. Under the previous 483 Click! CBA, step increases for the Telecommunications Utility Worker (5516) classification were described in Sections 17.4 and 21.5.b of the 483 Click! CBA. Step increases were non-automatic, and based on merit and specific training criteria.
3. The March, 2020 Transition Agreement retained Section 17.4, but not Section 21.5.b from 483 Click! CBA, leading to potential confusion about step progression for employees in the Telecommunications Utility Worker classification.

Now, therefore, the Parties agree to the following terms:

4. Clause 5, Section 17.4 of the Network Construction Technicians and Workforce Transition Agreement shall be replaced in its entirety to read:

Section 17.4 – Training Incentive Non-probationary employees in this classification must successfully complete a twenty-four (24) hour vocational pole climbing training to advance beyond Step 3 of the pay scale. This training incentive does not affect/change the employee's hire date and/or anniversary date. Employees must make a written request for the training. Training will be made available within six (6) months of the receipt of a written request.

5. It is the intent of the Parties to incorporate this change into the successor CBA.

This LOA shall be effective upon signature by the Parties. This LOA does not establish a precedent for any future bargaining regarding this or other matters which may be brought forth by both parties.

EXECUTED ON THIS _____ DAY OF _____, 2020.

City of Tacoma

Local 483, International Brotherhood of
Electrical Workers, Light Division
(Tacoma Power)

Jackie Flowers
Director of Public Utilities

Alice Phillips
Business Manager

Chris Robinson
Power Superintendent

Dylan Carlson
Sr. Labor Relations Manager

Approved as to form:

Cheryl Comer
Deputy City Attorney