



RESOLUTION NO. U-11442

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Letter of Agreement between the City of Tacoma and the Tacoma Joint
3 Labor Committee regarding Standby Rates, retroactive to January 1,
4 2024.

5 WHEREAS the City of Tacoma ("City") and the Tacoma Joint Labor
6 Committee negotiated a Letter of Agreement regarding Standby Rates ("LOA"),
7 and

8 WHEREAS the Tacoma Joint Labor Committee is comprised of the
9 following Unions: Professional & Technical Employees, PROTEC Local 17;
10 Tacoma Firefighters, Local 31; Teamsters Local Union No. 117; Washington
11 State Council of County and City Employees, Local 120; International
12 Association of Machinists & Aerospace Workers, District 160; Teamsters Local
13 313; and International Brotherhood of Electrical Workers, Local 483, and

14 WHEREAS through applicable Collective Bargaining Agreements
15 ("CBAs") with individual Joint Labor member unions, the City has long provided
16 employees assigned to "Standby" responsibility with additional compensation in
17 recognition of the inconvenience of this responsibility, and

18 WHEREAS the City and the Tacoma Joint Labor Committee have met
19 and expressed a shared desire to:

- 20 • Ensure consistency and standardization of Standby rates of pay
21 across all Joint Labor member unions, and
- 22 • Delegate specific work rules (such as the assignment procedures,
23 frequency, duration, and obligation of standby assignments) to
24 individual collective bargaining agreements, and
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- Increase Standby rates of pay to meet the business needs of City Departments and compensate employees for the responsibility/inconvenience of serving on standby, and
- Provide those bargaining units with closed collective bargaining agreements the opportunity to access this standardized Standby rate of pay prior to the re-opening of their CBAs, and

WHEREAS the LOA provides for the addition to the 2023-2024 Tacoma Joint Labor Agreement of a new Section titled "Standby Rates," and bargaining units who, through their individual collective bargaining agreements, have elected the standby rate provided for by this Section shall receive three dollars (\$3.00) for each hour so assigned, and

WHEREAS retroactive to January 1, 2024, the Standby rate shall increase to three dollars and seventy-five cents (\$3.75) for each hour so assigned, and

WHEREAS effective January 1, 2025, the Standby rate shall increase to four dollars and fifty cents (\$4.50) for each hour so assigned, and

WHEREAS the parties agree not to re-open or make proposals regarding the 2025 Standby rate of pay during successor negotiations to the 2023-2024 Tacoma Joint Labor Agreement, and the parties further acknowledge that changes to the 2026 Standby rate of pay are a mandatory subject of bargaining during successor negotiations to the 2023-2024 Tacoma Joint Labor Agreement, and

WHEREAS it now appears in the best interest of the City that the proposed LOA negotiated by the City and the Tacoma Joint Labor Committee be approved; Now, therefore,



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

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That said proposed Letter of Agreement regarding Standby Rates between the City of Tacoma and the Tacoma Joint Labor Committee is approved, retroactive to January 1, 2024, and the Council of the City of Tacoma is requested to concur in the approval and authorize the proper officers of the City to execute said Letter of Agreement substantially in the form on file, with the final form approved by the City Attorney's Office.

Approved as to form:

| | |
|----------------------------|-----------|
| /s/ | Chair |
| Chief Deputy City Attorney | Secretary |
| Clerk | Adopted |



Board Action Memorandum

TO: Jackie Flowers, Director of Utilities

COPY: Charleen Jacobs, Utilities Director and Board Offices

FROM: Karen Short, Senior Human Resources Consultant
Dylan Carlson, Labor Relations Division Manager
Chris Bacha, City Attorney

MEETING DATE: March 13, 2024

DATE: March 1, 2024

SUMMARY:

A resolution recommending approval of a Letter of Agreement as negotiated with the Tacoma Joint Labor Committee regarding Standby Rates.

BACKGROUND:

The resolution recommends approval of a Letter of Agreement (LOA) as negotiated with the Tacoma Joint Labor Committee. The LOA will be scheduled for consideration by the City Council as a resolution on March 26, 2024.

The Unions which comprise the Tacoma Joint Labor Committee are: Professional & Technical Employees, PROTEC Local 17; Tacoma Firefighters, Local 31; Teamsters Local Union No 117; Washington State Council of County and City Employees, Local 120; International Association of Machinists & Aerospace Workers, District 160; Teamsters Local 313; and International Brotherhood of Electrical Workers, Local 483.

Through applicable Collective Bargaining Agreements with individual Joint Labor member unions, the City has long provided employees assigned to “Standby” responsibility with additional compensation in recognition of the inconvenience of this responsibility. The City and the Tacoma Joint Labor Committee have met and expressed a shared desire to:

- Ensure consistency and standardization of Standby rates of pay across all Joint Labor member unions.
- Delegate specific work rules (such as the assignment procedures, frequency, duration, and obligation of standby assignments) to individual collective bargaining agreements.
- Increase Standby rates of pay to meet the business needs of City Departments and compensate employees for the responsibility/inconvenience of serving on standby.
- Provide those bargaining units with closed collective bargaining agreements the opportunity to access this standardized Standby rate of pay prior to the re-opening of their CBAs.

The Letter of Agreement provides for the addition to the 2023-2024 Tacoma Joint Labor Agreement of a new section titled Standby Rates. Bargaining units who, through their individual collective bargaining agreement, have elected the standby rate provided for by this Section shall receive three dollars (\$3.00) for each hour so assigned.

Effective and retroactive to January 1, 2024, the Standby rate shall increase to three dollars and seventy-five cents (\$3.75) for each hour so assigned.

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Effective January 1, 2025, the Standby rate shall increase to four dollars and fifty cents (\$4.50) for each hour so assigned. The parties agree not to re-open or make proposals regarding the 2025 Standby rate of pay during successor negotiations to the 2023-2024 Tacoma Joint Labor Agreement. The parties further acknowledge that changes to the 2026 Standby rate of pay are a mandatory subject of bargaining during successor negotiations to the 2023-2024 Tacoma Joint Labor Agreement.

ATTACHMENTS:

Letter of Agreement

Fiscal Impact Memorandum

CONTACT:

Karen Short, Senior Human Resources Consultant, (253) 254-8506

Presenter: Dylan Carlson, Labor Relations Division Manager, (253) 591-5609



To: Elizabeth Pauli, City Manager

From: Katie Johnston, Budget Officer

Date: February 27, 2024

Subject: Fiscal Impact - Joint Labor Standby Pay LOA

Overview

The City of Tacoma and the Tacoma Joint Labor Committee have reached a tentative agreement for a Letter of Agreement to add a new section to the 2023-2024 Joint Labor Agreement: Section 6.17 Standby Rates.

Through applicable Collective Bargaining Agreements with individual Joint Labor member unions, the City has long provided employees assigned to “Standby” responsibility with additional compensation in recognition of the inconvenience of this responsibility. In Q3 and Q4 of 2023, the Parties met and expressed a shared desire to:

1. Ensure consistency and standardization of Standby rates of pay across all Joint Labor member unions.
2. Delegate specific work rules (such as the assignment procedures, frequency, duration, and obligation of standby assignments) to individual collective bargaining agreements.
3. Increase Standby rates of pay to meet the business needs of City Departments and compensate employees for the responsibility/inconvenience of serving on standby.
4. Provide those bargaining units with closed collective bargaining agreements the opportunity to access this standardized Standby rate of pay prior to the re-opening of their CBAs.

NEW SECTION: 6.17 Standby Rates

Standby Pay may be paid to employees pursuant to TMC Section 1.12.180 and the applicable collective bargaining agreement covering an individual member union of the Joint Labor Committee. Those bargaining units who, through their individual collective bargaining agreement, have elected the standby rate provided for by this Section shall receive three dollars (\$3.00) for each hour so assigned.

Effective and retroactive to January 1, 2024, the Standby rate shall increase to three dollars and seventy-five cents (\$3.75) for each hour so assigned.

Effective January 1, 2025, the Standby rate shall increase to four dollars and fifty cents (\$4.50) for each hour so assigned. The parties agree not to re-open or make proposals regarding the 2025 Standby rate of pay during successor negotiations to the 2023-2024 Tacoma Joint Labor Agreement. The parties further acknowledge that changes to the 2026 Standby rate of pay are a mandatory subject of bargaining during successor negotiations to the 2023-2024 Tacoma Joint Labor Agreement.

Joint Labor Unions:

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|---|---|
| <ul style="list-style-type: none"> • Local 17 PROTEC • Local 31 IAFF • Local 117 Teamsters • Local 120 WSCCCE | <ul style="list-style-type: none"> • Local 313 Teamsters • Local 483 IBEW • District 160 |
|---|---|



The standby rates in 2023, 2024, and 2025 are \$3.00, \$3.75, and \$4.50, respectively, resulting in the following incremental costs:

| Fiscal Area | FTE | 2024 Incremental Cost | 2025 Incremental Cost | Total Cost |
|------------------------------|------------|-----------------------|-----------------------|------------------|
| General Fund | 31 | \$32,000 | \$66,000 | \$98,000 |
| General Fund Supported | 31 | \$10,000 | \$21,000 | \$31,000 |
| All Other General Government | 64 | \$35,000 | \$72,000 | \$107,000 |
| Environmental Services | 72 | \$60,000 | \$123,000 | \$183,000 |
| Tacoma Public Utilities | 65 | \$31,000 | \$63,000 | \$94,000 |
| Total Cost | 263 | \$168,000 | \$345,000 | \$513,000 |

The incremental increases are partially budgeted in the Adopted 2023-2024 Budget and will be incorporated into the 2025-2026 Proposed Biennial Budget. The affected department will be responsible for adhering to their overall level of appropriation.

CC:

- Dylan Carlson, Labor Relations Division Manager
- Karen Short, Senior Human Resources Consultant
- Jen Watts, Labor Relations Analyst
- Reid Bennion, Financial Services Manager
- Brian Schwall, Financial Services Analyst
- Mayra Wheelock, Financial Services Analyst

**Letter of Agreement
by and between
City of Tacoma
and
Tacoma Joint Labor Committee**

Subject: Standby Pay for 2024-2025

This Letter of Agreement ("LOA") is entered into between the City of Tacoma and the Tacoma Joint Labor Committee ("Union") (collectively "the Parties").

Background

Through applicable Collective Bargaining Agreements with individual Joint Labor member unions, the City has long provided employees assigned to "Standby" responsibility with additional compensation in recognition of the inconvenience of this responsibility. In Q3 and Q4 of 2023, the Parties met and expressed a shared desire to:

- Ensure consistency and standardization of Standby rates of pay across all Joint Labor member unions.
- Delegate specific work rules (such as the assignment procedures, frequency, duration, and obligation of standby assignments) to individual collective bargaining agreements.
- Increase Standby rates of pay to meet the business needs of City Departments and compensate employees for the responsibility/inconvenience of serving on standby.
- Provide those bargaining units with closed collective bargaining agreements the opportunity to access this standardized Standby rate of pay prior to the re-opening of their CBAs.

Agreement

The Parties hereby agree to add a new section 6.17 to the 2023-2024 Tacoma Joint Labor Agreement:

NEW SECTION: 6.17 Standby Rates

Standby Pay may be paid to employees pursuant to TMC Section 1.12.180 and the applicable collective bargaining agreement covering an individual member union of the Joint Labor Committee. Those bargaining units who, through their individual collective bargaining agreement, have elected the standby rate provided for by this Section shall receive three dollars (\$3.00) for each hour so assigned.

Effective and retroactive to January 1, 2024, the Standby rate shall increase to three dollars and seventy-five cents (\$3.75) for each hour so assigned.

Effective January 1, 2025, the Standby rate shall increase to four dollars and fifty cents (\$4.50) for each hour so assigned. The parties agree not to re-open or make proposals regarding the 2025 Standby rate of pay during successor negotiations to the 2023-2024 Tacoma Joint Labor Agreement. The parties further acknowledge that changes to the 2026 Standby rate of pay are a mandatory subject of bargaining during successor negotiations to the 2023-2024 Tacoma Joint Labor Agreement.

This change will be effective retroactive to January 1, 2024. This LOA shall not establish precedent for the parties hereto, nor for any other collective bargaining units or departments of the City.

EXECUTED THIS _____ DAY OF _____, 2024

CITY OF TACOMA

JOINT LABOR COMMITTEE

City Manager

County & City Employees Local 120

Director of Public Utilities

District Lodge 160 IAM & AW

Human Resources Director

Firefighters Union Local 31

Finance Director

International Brotherhood of
Electrical Workers Local 483

PROTEC Local 17

Teamsters Local 313

Teamsters Local Union 117

APPROVED AS TO FORM:

City Attorney

Attest:

City Clerk