



RESOLUTION NO. U-11449

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Letter of Agreement between the City of Tacoma and the Professional &
3 Technical Employees, Local 17, regarding shift incentive pay.

4 WHEREAS the City of Tacoma ("City") and the Professional & Technical
5 Employees, Local 17 ("PROTEC17"), have negotiated a Letter of Agreement
6 ("Agreement"), and

7 WHEREAS the Agreement results from Tacoma Public Utilities ("TPU")
8 Power Division's business need to schedule certain employees in the
9 PROTEC17 Union to either a swing shift or graveyard shift, and

10 WHEREAS the PROTEC17 is interested in employees who work these
11 shifts receiving shift incentive pay, and

12 WHEREAS the current 2023-2026 Collective Bargaining Agreement
13 ("CBA") contains language regarding shift incentive pay for employees working
14 swing or graveyard shifts, but the language only applies to the Public Works
15 Department and the Environmental Services Department, and

16 WHEREAS the parties have agreed to revise the current shift incentive
17 pay language of the CBA so that it also applies to the TPU Power Division, and
18 to provide the shift incentive pay to two employees in the TPU Power Division
19 who have worked swing shift since May 1, 2023, and

20 WHEREAS the estimated 2023 retroactive payment for the Agreement is
21 approximately \$350, and



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WHEREAS it now appears in the best interest of the City that the proposed Agreement negotiated by the City and the PROTEC17 be approved;

Now, therefore,

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

That said proposed Letter of Agreement regarding shift incentive pay between the City of Tacoma and the Professional & Technical Employees, Local 17 is approved 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 Office of the Clerk of the Board, 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 27, 2024

DATE: March 15, 2024

SUMMARY:

A resolution recommending approval of a Letter of Agreement as negotiated with the Professional & Technical Employees, Local 17 (PROTEC17) regarding shift incentive pay.

BACKGROUND:

The resolution will recommend approval of a Letter of Agreement as negotiated with the Professional & Technical Employees, Local 17 (PROTEC17).

The Letter of Agreement results from Tacoma Public Utilities ("TPU") Power Division's business need to schedule certain employees in the PROTEC17 Union to either a swing shift or graveyard shift. The Union is interested in employees who work these shifts receiving shift incentive pay. The current 2023-2026 Collective Bargaining Agreement ("CBA") contains language regarding shift incentive pay for employees working swing or graveyard shifts, but the language only applies to the Public Works Department and Environmental Services Department.

The Parties have agreed to revise the current shift incentive pay language of the CBA so that it also applies to the TPU Power Division; and to provide the shift incentive pay to two employees in the TPU Power Division who have worked swing shift since May 1, 2023. The estimated 2023 retroactive payment for the agreement is approximately \$350.

ATTACHMENTS:

Letter of Agreement

CONTACT:

Karen Short, Senior Human Resources Consultant, (253) 254-8506
Presenter: Dylan Carlson, Labor Relations Division Manager, (253) 591-5609

**Letter of Agreement
By and Between
CITY OF TACOMA
And
PROFESSIONAL AND TECHNICAL EMPLOYEES LOCAL 17 (PROTEC17)
Implementation Date: _____**

Subject: Shift Incentive Pay – TPU Power Division

The City of Tacoma ("City") and the Professional and Technical Employees Local 17 (PROTEC17) ("PROTEC17") (collectively, the "Parties") enter into this Letter of Agreement ("LOA").

Background

This LOA results from Tacoma Public Utilities ("TPU") Power Division's business need to schedule certain employees in the PROTEC17 Union to either a swing shift or graveyard shift. The Union is interested in employees who work these shifts receiving shift incentive pay. The current P17 2023-2026 Collective Bargaining Agreement ("CBA") contains language regarding shift incentive pay for employees working swing or graveyard shifts, but the language only applies to the Public Works Department and Environmental Services Department. The Parties enter into this LOA to: (1) revise the current CBA shift incentive pay language so that it also applies to the TPU Power Division; and (2) to provide the shift incentive pay to two employees in the TPU Power Division who have worked swing shift since May 1, 2023.

Agreement

The Parties agree to the following terms and conditions:

1. The "Implementation Date" of this LOA will occur at the end of the pay period following signature of all the signatories below.
2. The CBA Section 11.8 will be revised to also apply to the TPU Power Division as follows:

Section 11.8 - Shift Incentive Pay (Public Works Department, and Environmental Services Department, and TPU Power Division only)

The following three criteria must be met for shift incentives to apply:

1. The shift must have been formally established.
2. The employee is assigned the shift as their regular, ongoing work schedule.
3. The employee must actually work the shift.

An employee assigned to work the swing shift and who meets the defined criteria shall receive shift incentive pay, which is an application of rate of three percent (3%) above their regular rate of pay. An employee assigned to work the graveyard shift shall receive an application of rate of five percent (5%). Employees will receive shift differential only for actual hours worked on that shift. The City and the Union agree that an employee assigned to any shift that begins:

1. On or after 3:00 p.m. but before 10:00 p.m. will receive the swing shift application of rate.
2. On or after 10:00 p.m. but before 3:00 a.m., will receive the graveyard application of rate.

