

COUNCIL AGENDA SYNOPSIS



| -----Initials----- | | | |
|--------------------|-------------|----------------|----------------|
| Meeting Date | Prepared by | Mayor's review | Council review |
| 04/01/19 | JP | CO | KQH |
| | | | |
| | | | |
| | | | |

| |
|---|
| ITEM No. 6 |
|---|

ITEM INFORMATION

| | | |
|----------------------------------|---|-------------------------------------|
| | STAFF SPONSOR: JUAN PADILLA | ORIGINAL AGENDA DATE: 4/1/19 |
| AGENDA ITEM TITLE | Teamsters Contract MOU's (4) | |
| CATEGORY | <input type="checkbox"/> Discussion <input checked="" type="checkbox"/> Motion <input type="checkbox"/> Resolution <input type="checkbox"/> Ordinance <input type="checkbox"/> Bid Award <input type="checkbox"/> Public Hearing <input type="checkbox"/> Other | |
| | Mtg Date Mtg Date 4/1/19 Mtg Date Mtg Date Mtg Date Mtg Date | |
| SPONSOR | <input type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> HR <input type="checkbox"/> DCD <input type="checkbox"/> Finance <input type="checkbox"/> Fire <input type="checkbox"/> TS <input type="checkbox"/> Pe&R <input type="checkbox"/> Police <input type="checkbox"/> PW <input type="checkbox"/> Court | |
| SPONSOR'S SUMMARY | The Teamsters 4 contracts ended on December 31, 2018. The City and the Union have agreed to roll-over the existing contracts into an MOU for one year, to end on December 31, 2019. The City and the Union have also agreed to 90% CPI-W (3.24%) for 2019. Bargaining will begin on a longer-term contract during Q2 of 2019. | |
| REVIEWED BY | <input type="checkbox"/> C.O.W. Mtg. <input checked="" type="checkbox"/> CDN Comm <input type="checkbox"/> Finance Comm. <input type="checkbox"/> Public Safety Comm. <input type="checkbox"/> Trans & Infrastructure <input type="checkbox"/> Arts Comm. <input type="checkbox"/> Parks Comm. <input type="checkbox"/> Planning Comm. | |
| | DATE: | COMMITTEE CHAIR: N/A |
| RECOMMENDATIONS: | SPONSOR/ADMIN. Human Resources COMMITTEE N/A | |
| COST IMPACT / FUND SOURCE | | |
| EXPENDITURE REQUIRED | AMOUNT BUDGETED | APPROPRIATION REQUIRED |
| \$ | \$ | \$ |
| Fund Source: | | |
| Comments: | | |
| MTG. DATE | RECORD OF COUNCIL ACTION | |
| | | |
| | | |
| | | |
| MTG. DATE | ATTACHMENTS | |
| 4/1/19 | Informational Memorandum dated 3/27/19 | |
| | 4 Labor Agreements with Teamsters | |
| | | |
| | | |
| | | |



INFORMATIONAL MEMORANDUM

TO: City Council

FROM: Rachel Bianchi, Deputy City Administrator
BY: Juan Padilla, Human Resources Director

CC: Mayor Ekberg

DATE: March 27, 2019

SUBJECT: Teamsters Contract MOU's

ISSUE

Consideration and approval for the Teamsters Labor Contract MOU's.

BACKGROUND

The Teamsters 4 contracts ended on December 31, 2018. The City and the Union have agreed to roll-over the existing contracts into an MOU for one year, to end on December 31, 2019.

DISCUSSION

The City and the Union have agreed to 90% CPI-W (3.24%) for 2019, retroactive to January 1, 2019. Bargaining will begin on a longer-term contract during Q2 of 2019. There is also an agreement to conduct a Comp-Study for the Admin-Tech bargaining unit during bargaining in 2019. The MOU's have been voted by the Union members and the vote passed unanimously.

FINANCIAL IMPACT

A one-year contract roll-over would increase wages by 3.24% for all of our Teamsters employees. This is in keeping with resolution 1951 adopted by the City Council on November 19, 2018.

RECOMMENDATION

The Council is being asked to consider and approve the contracts at the April 1, 2019 Regular Meeting.

ATTACHMENTS

Teamsters contract MOU's (4).

Reference 18-008

MEMORANDUM OF UNDERSTANDING

by and between

CITY OF TUKWILA, WASHINGTON

And

PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS
TEAMSTERS LOCAL UNION NO. 763

(Representing the Professional / Supervisory Employees)

January 01, 2017 through December 31, 2018

THIS MEMORANDUM OF UNDERSTANDING is by and between the CITY OF TUKWILA, WASHINGTON (hereinafter referred to as the "Employer") and the PUBLIC PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS LOCAL NO. 763, affiliated with the International Brotherhood of Teamsters, (hereinafter referred to as the "Union"), representing the Professional/Supervisory Employees

Effective January 1, 2019, the City and the Union agree to extend the expiration date of the current Collective Bargaining Agreement, entered into on 1 January 2017, from December 31, 2018 to December 31, 2019. The City and the Union agree to the following terms:

1. Effective January 1, 2019 the applicable wage schedule shall be adjusted by 90% CPI-W, (June) 2017-2018 (3.24%).

| DBM Pav Range | Step 1 00-12m | Step 2 13-24m | Step 3 25- 36m | Step 4 37- 48m | Step 5 49m + |
|------------------|------------------|------------------|-------------------|-------------------|-----------------|
| B21 | \$4,747 | \$4,984 | \$5,235 | \$5,494 | \$5,769 |
| B22 | \$5,077 | \$5,334 | \$5,600 | \$5,882 | \$6,174 |
| B23 | \$5,435 | \$5,706 | \$5,989 | \$6,294 | \$6,606 |
| B31 | \$5,816 | \$6,108 | \$6,410 | \$6,732 | \$7,069 |
| B32 | \$6,219 | \$6,532 | \$6,860 | \$7,204 | \$7,566 |
| C41 | \$6,659 | \$6,993 | \$7,342 | \$7,708 | \$8,091 |
| C42 | \$7,124 | \$7,480 | \$7,852 | \$8,249 | \$8,660 |
| C43 | \$7,623 | \$8,006 | \$8,404 | \$8,826 | \$9,266 |
| C51 | \$8,157 | \$8,567 | \$8,991 | \$9,444 | \$9,917 |
| C52 | \$8,728 | \$9,165 | \$9,623 | \$10,105 | \$10,610 |

2. The City and the Union agree to initiate Collective Bargaining during the 2nd Quarter of 2019, in order to negotiate a successor agreement.
3. The City intends to change current pay dates from the 5th and 20th of every month to the 10th and 25th of every month. The City and the Union agree to bargain the effects of this change during the term of this contract extension in order to mitigate any potential undue hardship caused by such

change.

All previous agreements of the contract will remain in full effect for the duration of this extension.

SIGNED THIS DATE: _____

CITY OF TUKWILA

PUBLIC, PROFESSIONAL & OFFICE-
CLERICAL EMPLOYEES AND DRIVERS
LOCAL UNION NO. 763, affiliated with the
International Brotherhood of Teamsters

Allan Ekberg, Mayor

Scott A. Sullivan, Secretary – Treasurer

DRAFT

Reference 18-009

MEMORANDUM OF UNDERSTANDING

by and between

CITY OF TUKWILA, WASHINGTON
And
PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS
TEAMSTERS LOCAL UNION NO. 763

(Representing the Maintenance / Trades Employees)

January 01, 2017 through December 31, 2018

THIS MEMORANDUM OF UNDERSTANDING is by and between the CITY OF TUKWILA, WASHINGTON (hereinafter referred to as the "Employer") and the PUBLIC PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS LOCAL NO. 763, affiliated with the International Brotherhood of Teamsters, (hereinafter referred to as the "Union"), representing the Maintenance/Trades Employees

Effective January 1, 2019, the City and the Union agree to extend the expiration date of the current Collective Bargaining Agreement, entered into on January 1, 2017, from December 31, 2018 to December 31, 2019. The City and the Union agree to the following terms:

1. Effective January 1, 2019 the applicable wage schedule shall be adjusted by 90% CPI-W, (June) 2017-2018 (3.24%).

| DBM Pay Range | Step 1 00-12m | Step 2 13-24m | Step 3 25- 36m | Step 4 37- 48m | Step 5 49m+ |
|---------------------|------------------|------------------|-------------------|-------------------|----------------|
| A11 | \$3,876 | \$4,068 | \$4,273 | \$4,485 | \$4,712 |
| A12 | \$4,148 | \$4,356 | \$4,574 | \$4,804 | \$5,043 |
| A13 | \$4,438 | \$4,655 | \$4,888 | \$5,134 | \$5,394 |
| B21 | \$4,747 | \$4,984 | \$5,235 | \$5,494 | \$5,769 |
| B22 | \$5,077 | \$5,334 | \$5,600 | \$5,882 | \$6,174 |
| B23 | \$5,435 | \$5,706 | \$5,989 | \$6,294 | \$6,606 |
| B24/B31 | \$5,816 | \$6,108 | \$6,410 | \$6,732 | \$7,069 |
| B25/B32 | \$6,219 | \$6,532 | \$6,860 | \$7,204 | \$7,566 |

2. The City and the Union agree to initiate Collective Bargaining during the 2nd Quarter of 2019, in order to negotiate a successor agreement.
3. The City intends to change current pay dates from the 5th and 20th of every month to the 10th and 25th of every month. The City and the Union agree to bargain the effects of this change during the term of this contract extension in order to mitigate any potential undue hardship caused by such change.

All previous agreements of the contract will remain in full effect for the duration of this extension.

SIGNED THIS DATE: _____

CITY OF TUKWILA

PUBLIC, PROFESSIONAL & OFFICE-
CLERICAL EMPLOYEES AND DRIVERS
LOCAL UNION NO. 763, affiliated with the
International Brotherhood of Teamsters

Allan Ekberg, Mayor

Scott A. Sullivan, Secretary – Treasurer

Reference 18-010

MEMORANDUM OF UNDERSTANDING

by and between

CITY OF TUKWILA, WASHINGTON

And

PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS
TEAMSTERS LOCAL UNION NO. 763

(Representing the Senior Program Manager Employees)

January 01, 2017 through December 31, 2018

THIS MEMORANDUM OF UNDERSTANDING is by and between the CITY OF TUKWILA, WASHINGTON (hereinafter referred to as the "Employer") and the PUBLIC PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS LOCAL NO. 763, affiliated with the International Brotherhood of Teamsters, (hereinafter referred to as the "Union"), representing the Senior Program Manager Employees

Effective January 1, 2019, the City and the Union agree to extend the expiration date of the current Collective Bargaining Agreement, entered into on 1 January 2017, from December 31, 2018 to December 31, 2019. The City and the Union agree to the following terms:

1. Effective January 1, 2019 the applicable wage schedule shall be adjusted by 90% CPI-W, (June) 2017-2018 (3.24%).

| Pay Range | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|-----------|---------|---------|---------|---------|---------|----------|
| | | | | | | |
| 2019 | \$8,265 | \$8,680 | \$9,093 | \$9,508 | \$9,921 | \$10,331 |

2. The City and the Union agree to initiate Collective Bargaining during the 2nd Quarter of 2019, in order to negotiate a successor agreement.
3. The City intends to change current pay dates from the 5th and 20th of every month to the 10th and 25th of every month. The City and the Union agree to bargain the effects of this change during the term of this contract extension in order to mitigate any potential undue hardship caused by such change.

All previous agreements of the contract will remain in full effect for the duration of this extension.

SIGNED THIS DATE: _____

CITY OF TUKWILA

PUBLIC, PROFESSIONAL & OFFICE-
CLERICAL EMPLOYEES AND DRIVERS
LOCAL UNION NO. 763, affiliated with the
International Brotherhood of Teamsters

Allan Ekberg, Mayor

Scott A. Sullivan, Secretary – Treasurer

Reference 18-111

MEMORANDUM OF UNDERSTANDING

by and between

CITY OF TUKWILA, WASHINGTON

And

PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS
TEAMSTERS LOCAL UNION NO. 763

(Representing the Administrative/Technical Employees)

January 01, 2017 through December 31, 2018

THIS MEMORANDUM OF UNDERSTANDING is by and between the CITY OF TUKWILA, WASHINGTON (hereinafter referred to as the "Employer") and the PUBLIC PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS LOCAL NO. 763, affiliated with the International Brotherhood of Teamsters, (hereinafter referred to as the "Union"), representing the Administrative/Technical Employees

Effective January 1, 2019, the City and the Union agree to extend the expiration date of the current Collective Bargaining Agreement, entered into on 1 January 2017, from December 31, 2018 to December 31, 2019. The City and the Union agree to the following terms:

1. Effective January 1, 2019 the applicable wage schedule shall be adjusted by 90% CPI-W, (June 2017-2018 (3.24%).

| DBM Pay Range | Step 1 00-12m | Step 2 13-24m | Step 3 25- 36m | Step 4 37- 48m | Step 5 49m+ |
|---------------------|------------------|------------------|-------------------|-------------------|----------------|
| A11 | \$3,876 | \$4,068 | \$4,273 | \$4,485 | \$4,712 |
| A12 | \$4,148 | \$4,356 | \$4,574 | \$4,804 | \$5,043 |
| A13 | \$4,438 | \$4,655 | \$4,888 | \$5,134 | \$5,394 |
| B21 | \$4,747 | \$4,984 | \$5,235 | \$5,494 | \$5,769 |
| B22 | \$5,077 | \$5,334 | \$5,600 | \$5,882 | \$6,174 |
| B23 | \$5,435 | \$5,706 | \$5,989 | \$6,294 | \$6,606 |
| B24/B31 | \$5,816 | \$6,108 | \$6,410 | \$6,732 | \$7,069 |
| B25/B32 | \$6,219 | \$6,532 | \$6,860 | \$7,204 | \$7,566 |

2. The City and The Union agree to perform a Market Compensation Study for the Administrative and Technical Employees, as agreed upon in a previous Letter of Understanding.
3. The City and the Union agree to initiate Collective Bargaining during the 2nd Quarter of 2019, in order to negotiate a successor agreement.
4. The City intends to change current pay dates from the 5th and 20th of every month to the 10th and 25th of every month. The City and the Union agree to bargain the effects of this change during the term of this contract extension in order to mitigate any potential undue hardship caused by such change.

All previous agreements of the contract will remain in full effect for the duration of this extension.

SIGNED THIS DATE: _____

CITY OF TUKWILA

PUBLIC, PROFESSIONAL & OFFICE-
CLERICAL EMPLOYEES AND DRIVERS
LOCAL UNION NO. 763, affiliated with the
International Brotherhood of Teamsters

Allan Ekberg, Mayor

Scott A. Sullivan, Secretary – Treasurer