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David Stewart, David Bracilano, Sarah Butler  
PER Apprentice MOU ORD  
July 23, 2013  
Version #1

**CITY OF SEATTLE**

**ORDINANCE \_\_\_\_\_**

COUNCIL BILL 117923

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AN ORDINANCE relating to City employment; authorizing the execution of a memorandum of understanding between the City of Seattle, City Light Department and the International Brotherhood of Electrical Workers, Local 77; and ratifying and confirming prior acts.

WHEREAS, it was determined that lineworker apprentices will require additional time in the program to sufficiently develop the skills required to promote into the journey level lineworker job title; and

WHEREAS, the City and the International Brotherhood of Electrical Workers, Local 77, came to an agreement to amend the collective bargaining agreement between the parties to increase the total number of hours in the lineworker apprenticeship program, adjust the salary steps and rates of pay necessary and to change other working conditions to fully implement changes to the program; NOW, THEREFORE,

**BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:**

Section 1. As requested by the Personnel Director and recommended by the Mayor, the Mayor or his designee is authorized to execute the memorandum of understanding substantially in the form attached to this ordinance as Attachment 1, and identified as "Memorandum of Understanding by and between City of Seattle, City Light Department and International Brotherhood of Electrical Workers Local 77."

Section 2. Any act consistent with the authority and prior to the effective date of this ordinance is hereby ratified and confirmed.

1 Section 3. This ordinance shall take effect and be in force 30 days after its approval by  
2 the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it  
3 shall take effect as provided by Seattle Municipal Code Section 1.04.020.

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5 Passed by the City Council the \_\_\_\_ day of \_\_\_\_\_, 2013, and  
6 signed by me in open session in authentication of its passage this  
7 \_\_\_\_ day of \_\_\_\_\_, 2013.

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9 \_\_\_\_\_  
10 President \_\_\_\_\_ of the City Council

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12 Approved by me this \_\_\_\_ day of \_\_\_\_\_, 2013.

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14 \_\_\_\_\_  
15 Michael McGinn, Mayor

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17 Filed by me this \_\_\_\_ day of \_\_\_\_\_, 2013.

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19 \_\_\_\_\_  
20 Monica Martinez Simmons, City Clerk

21 (Seal)

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23 Attachments:

24  
25 Attachment 1: Memorandum of Understanding by and between City of Seattle, City Light  
26 Department and International Brotherhood of Electrical Workers Local 77

**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**City of Seattle, City Light Department**  
**And**  
**International Brotherhood of Electrical Workers Local 77**

**CHANGE IN LINEWORKER APPRENTICE HOURS**

1. Seattle City Light Department and IBEW Local 77, City Light Unit, shall increase the Lineworker Apprentice hours from a 6,000 hour program to a 7,000 hour program effective May 15, 2013. In order to accomplish this, the items below shall be agreed upon:

2. The Lineworker Apprentice Salary Schedule "A" shall be changed to:

Step 1	0000 - 1000 hours	67% of 109.18%
Step 2	1001 - 2000 hours	73% of 109.18%
Step 3	2001 - 3000 hours	77% of 109.18%
Step 4	3001 - 4000 hours	80% of 109.18%
Step 5	4001 - 5000 hours	85% of 109.18%
Step 6	5001 - 6000 hours	90% of 109.18%
Step 7	6001 - 7000 hours	95% of 109.18%

3. The salaries of the current Lineworker Apprentice incumbents who are affected by the changes in item #2 shall be adjusted accordingly.

4. The language in Article 14.5 a (1) in the collective bargaining agreement which reads "Lineworker Apprentices (Period 3 through 6) where practical, should be rotated from crew to crew approximately every three (3) months or more often; those in Period 7 and 8 where practical, approximately every six (6) months or more often,"

*shall be changed to:*

"Lineworker Apprentices ( Steps 1 through 4 ) where practical, should be rotated from crew to crew approximately every three (3) months or more often; those in Steps 5, 6 and 7 where practical, approximately every six (6) months or more often."

5. The language in Article 30, Section 30.7 of the collective bargaining agreement which reads "The basic Line Crew shall consist of the following:

- 1 Crew Chief
- 1 Lineworker

2 Any combination of Lineworker, Material Supplier, or Lineworker Apprentice.

However, there will be no more than one (1) 1<sup>st</sup> through 6<sup>th</sup> period Lineworker Apprentice on any four (4) member crew,"

David Stewart/David Br...ano/sb  
PER Apprentice MOU ORD ATTACH I  
Version #2  
August 5, 2013

*shall be changed to:*

- 1 Crew Chief
  - 1 Lineworker
  - 2 Any combination of Lineworker, Material Supplier, or Lineworker Apprentice.
- However, there will be no more than one (1) Steps 1 through 4 Lineworker Apprentice on any four (4) member crew.”

The parties agree to the above understanding by their signatures affixed hereto.

For the Union:

For the City of Seattle:

\_\_\_\_\_  
Louis R. Walters  
Business Representative  
Date: \_\_\_\_\_

\_\_\_\_\_  
Michael McGinn  
Mayor  
Date: \_\_\_\_\_

For Seattle City Light:

For the City of Seattle:

\_\_\_\_\_  
DaVonna Johnson  
Human Resources Officer  
Date: \_\_\_\_\_

\_\_\_\_\_  
Steven Jewell  
Labor Negotiator  
Date: \_\_\_\_\_

opeiu#8af1-cio

**FISCAL NOTE FOR NON-CAPITAL PROJECTS**

<b>Department:</b>	<b>Contact Person/Phone:</b>	<b>CBO Analyst/Phone:</b>
Personnel Department	David Bracilano/684-7874 Sarah Butler/684-7929	Anthony Colello/684-5292 Forrest Longman/684-0331

**Legislation Title:**

AN ORDINANCE relating to City employment; authorizing the execution of a memorandum of understanding between the City of Seattle, City Light Department and the International Brotherhood of Electrical Workers, Local 77; and ratifying and confirming prior acts.

**Summary of the Legislation:**

The attached Council Bill authorizes the execution of the memorandum of understanding between the City of Seattle, City Light Department and the International Brotherhood of Electrical Workers, Local 77, City Light Unit ("IBEW, Local 77") increasing the hours of the Lineworker Apprenticeship Program, adjusting associated salary steps and rates of pay, and revising language of the current collective bargaining agreement.

**Background:**

In 2007, the proposed Council Bill addressed City Light's continued difficulty with filling journey-level lineworker positions due to a nation-wide shortage of skilled workers in the electrical trade. In order to fill position vacancies as quickly as possible, the City and IBEW, Local 77, approached the Washington State Apprenticeship & Training Council to discuss restructuring the four-year/8000 hour Lineworker Apprenticeship Program to a three-year/6000 hour program which would continue to allow apprentices to complete the program while still meeting the overall State minimum hour requirements. All parties reached an agreement on a three-year program. A memorandum of understanding was created amending the Local 77 labor agreement to reflect changes to apprentice salary steps and rates of pay necessary to fully implement changes to the Lineworker Apprenticeship Program.

Since that time, it has been determined via the evaluation process that the lineworker apprentices will require additional time in the program. The City and IBEW, Local 77 approached the Washington State Apprenticeship & Training Council to discuss increasing the number of hours in the Lineworker Apprenticeship Program. The Washington State Apprenticeship & Training Council, the City and Local 77 reached an agreement to increase the total number of hours in the program from 6,000 to 7,000.

There are no financial implications associated with increasing the hours requirement, due to salary savings between the apprentice salary steps. The agreed upon memorandum of understanding amends the Local 77 labor agreement to reflect changes to the apprentice salary steps and rates of pay necessary to fully implement changes to the Lineworker Apprenticeship Program.

**This legislation does not have any financial implications.**

**Other Implications:**

- a) **Does the legislation have indirect financial implications, or long-term implications?**  
No.
- b) **What is the financial cost of not implementing the legislation?**  
None.
- c) **Does this legislation affect any departments besides the originating department?**  
Seattle City Light.
- d) **What are the possible alternatives to the legislation that could achieve the same or similar objectives?**  
None.
- e) **Is a public hearing required for this legislation?**  
No.
- f) **Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**  
No.
- g) **Does this legislation affect a piece of property?**  
No.
- h) **Other Issues:**



City of Seattle  
Office of the Mayor

August 27, 2013

Honorable Sally J. Clark  
President  
Seattle City Council  
City Hall, 2<sup>nd</sup> Floor

Dear Council President Clark:

I am pleased to transmit the attached proposed Council Bill that authorizes the execution of a memorandum of understanding (MOU) between the City of Seattle, the City Light Department and the International Brotherhood of Electrical Workers, Local 77 ("IBEW, Local 77").

It has been determined that the lineworker apprentices will require additional time in the program in order to achieve the skills necessary to promote into the journey level lineworker job title at the City. The City and IBEW, Local 77 recently approached the Washington State Apprenticeship & Training Council to discuss increasing the number of hours in the Lineworker Apprenticeship Program. The Washington State Apprenticeship & Training Council, the City and Local 77 reached an agreement to increase the total number of hours in the program from 6,000 to 7,000. There are no financial implications associated with increasing the hours requirement due to salary savings between the apprentice salary steps. The agreed upon memorandum of understanding amends the Local 77 labor agreement to reflect changes to the apprentice salary steps and rates of pay necessary to fully implement changes to the Lineworker Apprenticeship Program.

Thank you for your consideration of this legislation. Should you have questions, please contact David Bracilano at (206)684-7874 or Sarah Butler at (206)684-7929

Sincerely,

Michael McGinn  
Mayor of Seattle

cc: Honorable Members of the Seattle City Council