

Ordinance No. 122072

Council Bill No. 115854

EW

The City of Seattle - Legislative Department

Council Bill/Ordinance sponsored by: _____


Councilmember

AN ORDINANCE relating to City employment; authorizing the execution of a memorandum of understanding between the City of Seattle and the Public Service and Industrial Employees, Local 1239 establishing the job title and pay rate of the Drainage and Wastewater Collection Worker Apprentice; authorizing the execution of a memorandum of understanding between the City of Seattle and the International

Brotherhood of Electrical Workers, Local No. 77 establishing the job title and pay rate of Craft Instructor-Apprenticeship; and ratifying and confirming prior acts.

3-26-07		Full Council	
Date Re - Referred:	To: (committee)		
Date of Final Passage:	Full Council Vote:	9-0	
4-2-07			
Date Presented to Mayor:	Date Approved:		
4-3-07			
Date Returned to City Clerk:	Date Published:	T.O. <input checked="" type="checkbox"/>	F.T. <input type="checkbox"/>
4-6-07	Title App. 4		
Date Vetoed by Mayor:	Date Veto Published:		
Date Passed Over Veto:	Veto Sustained:		

Committee Action:

4-2-07 Passed 9-0

This file is complete and ready for presentation to Full Council. Committee: _____ (initial/date)

Law Department

Law Dept. Review OMP Review City Clerk Review Electronic Copy Loaded Indexed



ORDINANCE 122372

1
2 AN ORDINANCE relating to City employment; authorizing the execution of a memorandum of
3 understanding between the City of Seattle and the Public Service and Industrial
4 Employees, Local 1239 establishing the job title and pay rate of the Drainage and
5 Wastewater Collection Worker Apprentice; authorizing the execution of a memorandum
6 of understanding between the City of Seattle and the International Brotherhood of
7 Electrical Workers, Local No. 77 establishing the job title and pay rate of Craft Instructor-
8 Apprenticeship; and ratifying and confirming prior acts.

9
10 WHEREAS, Seattle Public Utilities has identified the need for a Drainage and Wastewater
11 Collection Worker Apprentice Program and has come to an agreement with the Public
12 Service and Industrial Employees, Local 1239 on wages and other provisions of such a
13 program; and

14
15 WHEREAS, City Light has identified the need for full-time, long-term apprentice instructor
16 assignments to maintain consistency and efficient delivery of existing City Light
17 apprenticeship programs, and has come to an agreement with the International
18 Brotherhood of Electrical Workers, Local No. 77 on the provisions of a job title to
19 address that need; NOW, THEREFORE,

20
21 **BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:**

22 Section 1. Authorizing the Memorandum of Understanding between the City of Seattle
23 and the Public Service and Industrial Employees, Local 1239. As requested by the Personnel
24 Director and recommended by the Mayor, the Mayor, or his designee, is hereby authorized for
25 and on behalf of the City of Seattle to sign and/or execute the Memorandum of Understanding
26 between the City of Seattle and the Public Service and Industrial Employees, Local 1239,
27 substantially in the form attached hereto as Attachment 1, and identified as "Memorandum of
28 Understanding By and Between The City of Seattle and Public Service and Industrial Employees,
Local 1239."



1 Section 2. Establishing a New Title and Salary per the Memorandum of Understanding
2 between the City of Seattle and the Public Service and Industrial Employees, Local 1239. As
3 stipulated in Attachment 1, the job title of Drainage and Wastewater Collection Worker
4 Apprenticeship shall be established, and the associated pay rates are established as follows:

5 6 7	1 st Period	85% of third step of Drainage and Wastewater Collection Worker for first 1,000 hours
8	2 nd Period	87% of third step of Drainage and Wastewater Collection Worker for 1,000 hours to 2,000 hours
9	3 rd Period	91% of third step of Drainage and Wastewater Collection Worker for 2,000 hours to 3,000 hours
10	4 th Period	94% of third step of Drainage and Wastewater Collection Worker for 3,000 hours to 4,000 hours

11
12 Employees entering the Drainage and Wastewater Collection Worker Apprenticeship from a
13 regular City position shall not suffer a loss in hourly pay, provided their hourly rate appears
14 within this Apprenticeship salary schedule. Those persons starting at other than the first periodic
15 rate, as shown above, shall remain at their entry rate until such time as their progress through the
16 apprenticeship will result in a wage increase.

17
18 Section 3. Authorizing the Memorandum of Understanding between the City of Seattle
19 and the International Brotherhood of Electrical Workers, Local No. 77. As requested by the
20 Personnel Director and recommended by the Mayor, the Mayor, or his designee, is hereby
21 authorized for and on behalf of the City of Seattle to sign and/or execute the Memorandum of
22 Understanding between the City of Seattle and the International Brotherhood of Electrical
23 Workers, Local No. 77, substantially in the form attached hereto as Attachment 2, and identified
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1 as "Memorandum of Understanding By and Between City of Seattle, City Light Department And
2 the International Brotherhood of Electrical Workers Local No. 77."

3 Section 4. Establishing a New Title and Salary per the Memorandum of Understanding
4 between the City of Seattle and the International Brotherhood of Electrical Workers, Local No.

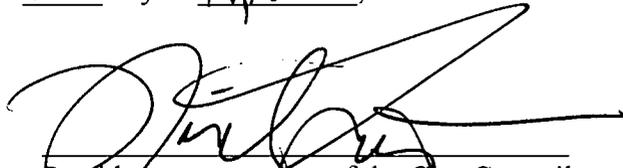
5 77. As stipulated in Attachment 2, the pay title of Craft Instructor – Apprenticeship shall be
6 established, and the associated pay rate shall be two percent (2%) above the current Crew Chief
7 rate.
8

9 Section 5. Any act consistent with the authority and prior to the effective date of this
10 ordinance is hereby ratified and confirmed.
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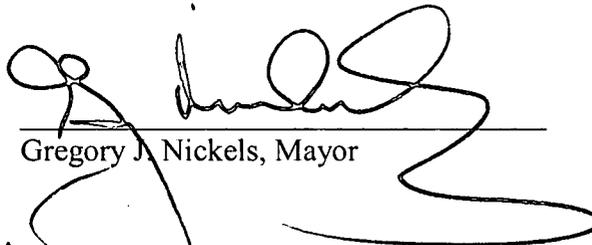


1 Section 6. This ordinance shall take effect and be in force thirty (30) days from and after
2 its approval by the Mayor, but if not approved and returned by the Mayor within ten (10) days
3 after presentation, it shall take effect as provided by Municipal Code Section 1.04.020.

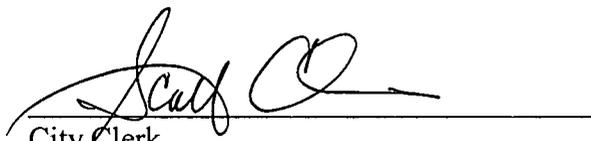
4 Passed by the City Council the 2nd day of April, 2007, and signed by me in open
5 session in authentication of its passage this 2nd day of April, 2007.

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7
8 
9 President _____ of the City Council

10 Approved by me this 6th day of April, 2007.

11
12 
13 Gregory J. Nickels, Mayor

14
15 Filed by me this 6th day of April, 2007.

16
17 
18 City Clerk

19 (Seal)

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21
22
23 Attachment 1: Memorandum of Understanding By and Between The City of Seattle and Public
24 Service and Industrial Employees, Local 1239

25 Attachment 2: Memorandum of Understanding By and Between City of Seattle, City Light
26 Department And the International Brotherhood of Electrical Workers Local No. 77



City of Seattle

Gregory J. Nickels, Mayor

Office of the Mayor

March 13, 2007

Honorable Nick Licata
President
Seattle City Council
City Hall, 2nd Floor

Dear Council President Licata:

I am pleased to transmit to you the attached proposed Council Bill which authorizes the execution of two memoranda of understanding establishing job titles and rates of pay for represented job titles. Both memoranda of understanding were a result of negotiations in the winter of 2007 between the City of Seattle and Unions representing City employees on the subject of establishing and/or administrating apprenticeship programs.

The first memorandum of understanding is between the City of Seattle and the Public Service and Industrial Employees, Local 1239, and establishes the job title and pay rate of the Drainage and Wastewater Collection Worker Apprentice, which shall be based off of the third step of the Drainage and Wastewater Collection Worker. This first memorandum of understanding also provides for other conditions of the Drainage and Wastewater Collection Worker Apprenticeship program. The second memorandum of understanding is between the City of Seattle and the International Brotherhood of Electrical Workers, Local No. 77, and establishes the job title and pay rate of Craft Instructor-Apprenticeship, which shall be two percent (2%) above the employee's current Crew Chief rate. This second memorandum of understanding also outlines conditions of employment for the Craft Instructor-Apprenticeship job title.

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

Sincerely,

A handwritten signature in black ink, appearing to read 'Greg Nickels', written over a circular stamp that partially overlaps the signature.

GREG NICKELS
Mayor of Seattle

cc: Honorable Members of the Seattle City Council

600 Fourth Avenue, 7th Floor, P.O. Box 94749, Seattle, WA 98124-4749

Tel: (206) 684-4000, TDD: (206) 684-8811 Fax: (206) 684-5360, Email: mayors.office@seattle.gov

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Memorandum of Understanding

By and Between

The City of Seattle

and

Public Service and Industrial Employees, Local 1239

WHEREAS, the City of Seattle, the Seattle Public Utilities and the Public Service and Industrial Employees, Local 1239, have agreed to amend the current Joint Crafts Council Collective Bargaining Agreement, Appendix J, to provide for wage provisions to apply to a Drainage and Wastewater Collection Worker Apprenticeship Program for journey level Drainage and Wastewater Collection Workers; and

WHEREAS the City of Seattle, Washington Joint Apprenticeship Training Committee has agreed to modifications of the Standards of Apprenticeship to include the Drainage and Wastewater Collection Worker Apprenticeship Training Program; and

WHEREAS, the parties have negotiated the effects of implementing the Apprenticeship program, the parties have agreed to the following amendments to the Collective Bargaining Agreement, Appendix J, effective through December 31, 2007.

1. Appendix J shall be amended to include the following title and rates of pay:

Drainage and Wastewater Collection Worker Apprentice

- 85% of third step of Drainage and Wastewater Collection Worker for 1st 1,000 hours
 - 87% of third step of Drainage and Wastewater Collection Worker for 1,000 to 2,000 hours
 - 91% of third step of Drainage and Wastewater Collection Worker for 2,000 to 3,000 hours
 - 94% of third step of Drainage and Wastewater Collection Worker for 3,000 to 4,000 hours.
2. Employees shall be eligible for step progression pursuant to the provisions of the City of Seattle, Washington Standards of Apprenticeship developed by the City of Seattle Washington Joint Apprenticeship Training Committee.
 3. Employees entering the Drainage and Wastewater Collection Worker Apprenticeship from a regular City position shall not suffer a loss in hourly pay, provided their hourly rate appears within this Apprenticeship salary schedule. Those persons starting at other than the first periodic rate, as shown above, shall remain at their entry rate until such time as their progress through the apprenticeship will result in a wage increase.

ATTACHMENT 1



4. Upon successful completion of the Apprenticeship, employees shall be appointed to the title of Drainage and Wastewater Collection Worker and paid at the appropriate step of the salary range for that title as a promotional appointment.
5. Section 10 of the Standards of Apprenticeship, which provides for discharge from the Apprenticeship Program, shall apply as written to employees appointed to the job title of Drainage and Wastewater Collection Worker Apprentice after implementation of this Agreement. Discharge from the program shall result in termination from employment with the Seattle Public Utilities.

Employees entering the Apprenticeship from a regular City position may also be discharged from the Apprenticeship program as provided for in Section 10. Their terms of employment, including discipline and discharge, shall be as is applicable to all other employees covered by the collective bargaining agreement between the City of Seattle and the Joint Crafts Council.

SIGNED THIS _____ DAY OF _____, 2007.

PSIE, LOCAL 1239

THE CITY OF SEATTLE
Executed Under Authority of
Ordinance No. _____

John Masterjohn
Business Manager

Gregory J. Nickels
Mayor



**Memorandum of Understanding
By and Between
City of Seattle, City Light Department
And the International Brotherhood of Electrical Workers
Local Union No. 77**

Craft Instructor - Apprenticeship

The following Understanding with respect to the Craft Instructor-Apprenticeship (CIA) position when filled by IBEW represented employees is by and between the City of Seattle and its Department Seattle City Light (hereinafter referred to as Management), and the International Brotherhood of Electrical Workers Union Local 77 (hereinafter referred to as Union). Collectively they shall be referred to as the parties.

The Craft Instructor-Apprenticeship (CIA) position is a full time position filled on a two-year assignment basis by a journey-level worker or above, in any of the high-voltage, utility, electrical trades. The selection process will include a review by the E.C.A.C. for their recommendation to the Apprenticeship Program Manager. The selection and assignment authority for these positions will be the SCL Apprenticeship Program Manager. Instructors in this position will report directly to the Apprenticeship Program Manager throughout their assignment. The hours of work for the CIA position shall be two (2) eight hour shifts, the first beginning at 7:00 am to 3:30 pm and the second beginning at 9:00 am to 5:30 pm (each period shall have ½ hour for lunch). The working schedule for each of these periods may be subject to change periodically based upon business needs. CIAs will be allowed to retain their standing on overtime call-out list within their work unit(s). Call-out overtime shall be compensated at the applicable overtime rate for their primary classification. The compensation rate for the CIA position shall be at a 2% premium over the current Crew Chief rate. If overtime is required for the CIA position the compensation shall be at the applicable overtime rate of pay.

Minimum Qualification:

The CIA position requires a minimum of five (5) years experience as a journey-level worker in any of the high-voltage, utility, electrical trades. It also requires workers to be in good employment standing.

Desired candidates shall possess the following:

- Two (2) years instructor experience.
- A desire to share knowledge with people of all ages and genders.

Applicants shall possess knowledge and abilities in the following:

- Curriculum and lesson planning, design, development and implementation
- Classroom management and record maintenance
- Methods of teaching and mentoring to a variety of adult learning styles
- Working with diverse groups of adult learners

ATTACHMENT 2



- Facilitation skills
- SCL apprenticeship rules, regulations, policies and procedures
- Apprenticeship training and testing practices
- Washington State Apprenticeship Standards
- Microsoft computer software applications
- Safe ergonomic techniques to lift 50 pounds
- Climbing (utility poles, ladders or towers) and working in confined spaces (vaults)
- Following the WAC Safety Standards and SCL's Overhead & Underground Construction Guidelines

Applicants are required to have the following Licenses and Certifications:

- Washington State Commercial Drivers License – (or ability to obtain one)
- Valid Journey-level Card
- First Aid & CPR Certification
- “Elements of Instructions” completion certification, or equivalent (or be able to obtain within 3 months of hire)

Examples of Duties:

- Instructional Process
- Curriculum Development
- Classroom Management
- Public Relations
- Professional Growth
- Apprenticeship Evaluation

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

For the City of Seattle

 Steven A. Jewell
 Labor Negotiator
 Date _____

For Seattle City Light

 Jean West
 Human Resources Officer
 Date _____

For the Union

 Joe Simpson
 Business Representative
 IBEW Local 77
 Date _____



FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	DOF Analyst/Phone:
Personnel	David Bracilano/4-7874 Sarah Butler/4-7929	Carolyn Iblings/4-5211

Legislation Title:

AN ORDINANCE relating to City employment; authorizing the execution of a memorandum of understanding between the City of Seattle and the Public Service and Industrial Employees, Local 1239 establishing the job title and pay rate of the Drainage and Wastewater Collection Worker Apprentice; authorizing the execution of a memorandum of understanding between the City of Seattle and the International Brotherhood of Electrical Workers, Local No. 77 establishing the job title and pay rate of Craft Instructor-Apprenticeship; and ratifying and confirming prior acts.

• **Summary of the Legislation:**

The attached Council Bill authorizes the execution of two memoranda of understanding establishing job titles and rates of pay for represented job titles.

The first memorandum of understanding is between the City of Seattle and the Public Service and Industrial Employees, Local 1239. The memorandum of understanding establishes the job title and pay rate of the Drainage and Wastewater Collection Worker Apprentice, which shall be based on the third step of the Drainage and Wastewater Collection Worker pay scale (85% for Step 1, 87% for Step 2, 91% for Step 3, and 95% for Step 4 – each step being 1,000 hours worked). The memorandum of understanding also provides for other conditions of the Drainage and Wastewater Collection Worker Apprenticeship program.

The second memorandum of understanding is between the City of Seattle and the International Brotherhood of Electrical Workers, Local No. 77, and establishes the job title and pay rate of Craft Instructor-Apprenticeship, which shall be two percent (2%) above the employee's current Crew Chief rate. The memorandum of understanding also outlines conditions of employment for the job title.

• **Background:** *(Include brief description of the purpose and context of legislation and include record of previous legislation and funding history, if applicable):*

The City and the Public Service and Industrial Employees, Local 1239 entered into negotiations in February of 2007 over the provisions of a Drainage and Wastewater Collection Worker Apprentice Program, after a need for the program was identified by Seattle Public Utilities. The City came to an agreement with the Public Service and Industrial Employees, Local 1239 in February of 2007.

STATE OF WASHINGTON - KING COUNTY

--SS.

209904
CITY OF SEATTLE, CLERKS OFFICE

No. TITLE ONLY

Affidavit of Publication

The undersigned, on oath states that he is an authorized representative of The Daily Journal of Commerce, a daily newspaper, which newspaper is a legal newspaper of general circulation and it is now and has been for more than six months prior to the date of publication hereinafter referred to, published in the English language continuously as a daily newspaper in Seattle, King County, Washington, and it is now and during all of said time was printed in an office maintained at the aforesaid place of publication of this newspaper. The Daily Journal of Commerce was on the 12th day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

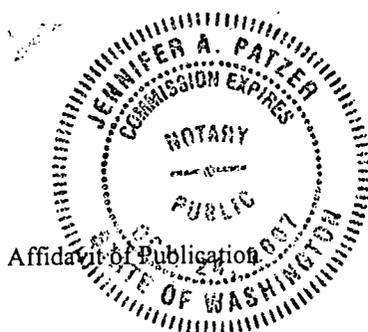
The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT:122363,369,371&372

was published on

04/11/07

The amount of the fee charged for the foregoing publication is the sum of \$ 69.75, which amount has been paid in full.



[Signature]

Subscribed and sworn to before me on
04/11/07 *[Signature]*

Notary public for the State of Washington,
residing in Seattle

State of Washington, King County

City of Seattle

(TITLE-ONLY PUBLICATION)

The full text of the following ordinances, passed by the City Council on April 2, 2007, and published here by title only, will be mailed upon request, or can be accessed electronically at <http://clerk.ci.seattle.wa.us>. For further information, contact the Seattle City Clerk at 684-8344.

ORDINANCE NO. 122363

AN ORDINANCE appropriating money to pay certain audited claims and ordering the payment thereof.

ORDINANCE NO. 122369

AN ORDINANCE relating to neighborhood fire stations; removing eight budget provisions that restricted expenditures in the Fleets and Facilities Department's 2007 budget.

ORDINANCE NO. 122371

AN ORDINANCE relating to City of Seattle property commonly known as the "Northgate South Lot," declaring as surplus certain portions of the Northgate South Lot to utility and other City needs; authorizing a lot boundary adjustment of the Northgate South Lot; authorizing the grant and acceptance of deeds and easements; and authorizing the transfer of jurisdiction of certain Northgate South Lot property from Seattle Public Utilities to the Seattle Department of Transportation.

ORDINANCE NO. 122372

AN ORDINANCE relating to City employment; authorizing the execution of a memorandum of understanding between the City of Seattle and the Public Service and Industrial Employees, Local 1239, establishing the job title and pay rate of the Drainage and Wastewater Collection Worker Apprentice; authorizing the execution of a memorandum of understanding between the City of Seattle and the International Brotherhood of Electrical Workers, Local No. 77 establishing the job title and pay rate of Craft Instructor Apprenticeship; and ratifying and confirming prior acts.

Publication ordered by JUDITH PIPPIN, City Clerk.

Date of publication in the Seattle Daily Journal of Commerce, April 11, 2007.

4/11(209904)