

Ordinance No. 122546

Council Bill No. 116063

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, City Light Unit reducing the hours of the Lineworker Apprenticeship Program and adjusting associated salary steps and rates of pay; revising language of the current Collective Bargaining Agreement; and ratifying and confirming prior acts.

CF No. \_\_\_\_\_

Date Introduced: <u>10-22-07</u>	
Date 1st Referred: <u>10-22-07</u>	To: (committee) <u>Full Council</u>
Date Re - Referred:	To: (committee)
Date Re - Referred:	To: (committee)
Date of Final Passage: <u>10-29-07</u>	Full Council Vote: <u>9-0</u>
Date Presented to Mayor: <u>10-30-07</u>	Date Approved: <u>11-6-07</u>
Date Returned to City Clerk: <u>11-7-07</u>	Date Published: <u>3</u> T.O. <input checked="" type="checkbox"/> F.T. <input type="checkbox"/>
Date Vetoed by Mayor:	Date Veto Published:
Date Passed Over Veto:	Veto Sustained:

# The City of Seattle - Legislative Department

Council Bill/Ordinance sponsored by: [Signature]  
Councilmember

## Committee Action:

10-29-07 Passed 9-0

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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



1           Section 2. Adjusting salary steps and rates of pay of the Lineworker Apprentice  
2 classification per the Memorandum of Understanding By and Between City of Seattle, City Light  
3 Department and International Brotherhood of Electrical Workers, Local 77, as identified in  
4 Attachment 1.

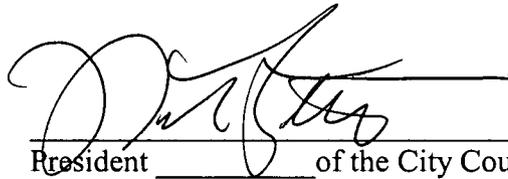
5           Section 3. Changing language in the Collective Bargaining Agreement per the  
6 Memorandum of Understanding By and Between City of Seattle, City Light Department and  
7 International Brotherhood of Electrical Workers, Local 77, as identified in Attachment 1.  
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9           Section 4. 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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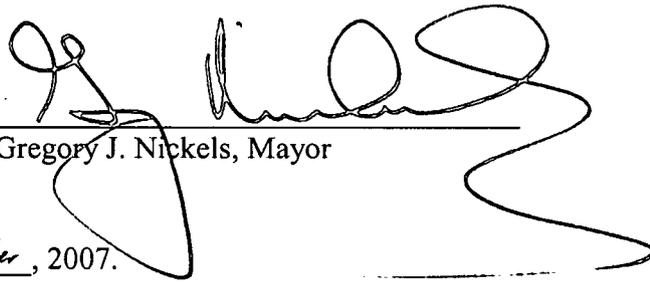


1 Section 5. This ordinance shall take effect and be in force thirty (30) days from and after  
2 its approval by the Mayor, but if not approved and returned by the Mayor within ten (10) days  
3 after presentation, it shall take effect as provided by Municipal Code Section 1.04.020.

4 Passed by the City Council the 29<sup>th</sup> day of October, 2007, and signed by me in open  
5 session in authentication of its passage this 29<sup>th</sup> day of October, 2007.

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

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11 Approved by me this 6<sup>th</sup> day of November, 2007.

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15 Gregory J. Nickels, Mayor

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17 Filed by me this 7<sup>th</sup> day of November, 2007.

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19   
20 City Clerk

21 (Seal)

22  
23  
24 Attachment 1: Memorandum of Understanding By and Between City of Seattle, City Light  
25 Department and International Brotherhood of Electrical Workers, Local 77  
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**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 reduce the Lineworker Apprentice hours from a 8,000 hour program to a 6,000 hour program effective August 14, 2007, the date the Letter of Agreement between City of Seattle and IBEW, Local 77, City Light Unit was signed. In order to accomplish this, the items below shall be agreed upon.

2. The "Meter Electrician Apprentice" classification listed in Schedule "A" of the current collective bargaining agreement shall be the model for the Lineworker Apprentice classification.

Meter Electrician Apprentice Salary Schedule "A" in Relation to 100% Rate

Step 1	67% of 106%
Step 2	73% of 106%
Step 3	77% of 106%
Step 4	83% of 106%
Step 5	89% of 106%
Step 6	95% of 106%

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

Step 1	67% of 106%
Step 2	<del>71%</del> <u>73%</u> of 106%
Step 3	77% of 106%
Step 4	<del>79%</del> <u>83%</u> of 106%
<del>Step 5</del>	83% of 106%
Step 6 <u>5</u>	<del>87%</del> <u>89%</u> of 106%
<del>Step 7</del>	91% of 106%
Step 8 <u>6</u>	95% of 106%

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

5. 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 (~~Period~~ Steps 3-1 through 64) where practical, should be rotated from crew to crew approximately every three (3) months or more often; those in ~~Period 7 and 8 Steps 5 and 6~~, where practical, approximately every six (6) months or more often.”

6. 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,”

*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) 1<sup>st</sup> through 6<sup>th</sup> period 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:

\_\_\_\_\_  
Joe Simpson  
Business Representative  
Date: \_\_\_\_\_

\_\_\_\_\_  
Gregory J. Nickels,  
Mayor  
Date: \_\_\_\_\_

For Seattle City Light:

For the City of Seattle

\_\_\_\_\_  
Berle Hardie,  
Labor Relations Coordinator  
Date: \_\_\_\_\_

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



**FISCAL NOTE FOR NON-CAPITAL PROJECTS**

<b>Department:</b>	<b>Contact Person/Phone:</b>	<b>DOF Analyst/Phone:</b>
Personnel Department	David Bracilano 684-7874 Rufina Zuniga 684-7927	Karen Grove 684-5805

**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, City Light Unit reducing the hours of the Lineworker Apprenticeship Program and adjusting associated salary steps and rates of pay; revising language of the current Collective Bargaining Agreement; 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 (hereafter referred to as "IBEW, Local 77") reducing 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:** *(Include brief description of the purpose and context of legislation and include record of previous legislation and funding history, if applicable):*

This Bill addresses 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 Lineworker Apprenticeship Program to allow for a reduction in the number of threshold hours for apprentices to complete the program, while still meeting overall State minimum hour requirements. The Washington State Apprenticeship & Training Council, the City and IBEW, Local 77 have reached an agreement on a three-year program. The proposed Memorandum of Understanding amends the IBEW, 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.

- *Please check one of the following:*



**This legislation does not have any financial implications.** (Stop here and delete the remainder of this document prior to saving and printing.)

  **X**   **This legislation has financial implications.** (Please complete all relevant sections that follow.)

*Appropriations: This table should reflect appropriations that are a direct result of this legislation. In the event that the project/ programs associated with this ordinance have appropriations that were, or will be, received because of previous or future legislation or budget actions, please provide details in the Notes section below.*

Fund Name and Number	Department	Budget Control Level*	2007 Appropriation	2008 Anticipated Appropriation
See note				
<b>TOTAL</b>				

\*See budget book to obtain the appropriate Budget Control Level for your department.

**Notes:**

The estimated base wages associated with the proposed adjustments of salary steps and rates of pay, including social security, medicare, and retirement, through the expiration of the contract, which is January 22, 2009, is approximately \$39,000. This Bill does not require additional appropriations, as the cost will be funded through City Light department's budget.

**Anticipated Revenue/Reimbursement: Resulting From This Legislation:** This table should reflect revenues/reimbursements that are a direct result of this legislation. In the event that the issues/projects associated with this ordinance/resolution have revenues or reimbursements that were, or will be, received because of previous or future legislation or budget actions, please provide details in the Notes section below the table.

Fund Name and Number	Department	Revenue Source	2007 Revenue	2008 Revenue
N/A				
<b>TOTAL</b>				

**Notes:**



**Total Regular Positions Created Or Abrogated Through This Legislation, Including FTE**

**Impact:** This table should only reflect the actual number of positions created by this legislation. In the event that positions have been, or will be, created as a result of previous or future legislation or budget actions, please provide details in the Notes section below the table.

Position Title and Department*	Fund Name	Fund Number	Part-Time/Full Time	2007 Positions	2007 FTE	2008 Positions**	2008 FTE**
N/A							
<b>TOTAL</b>							

\* List each position separately

\*\* 2008 positions and FTE are total 2008 position changes resulting from this legislation, not incremental changes. Therefore, under 2008, please be sure to include any continuing positions from 2007.

**Notes:**

- **Do positions sunset in the future?** (If yes, identify sunset date):

No

**Spending/Cash Flow:** This table should be completed only in those cases where part or all of the funds authorized by this legislation will be spent in a different year than when they were appropriated (e.g., as in the case of certain grants and capital projects). Details surrounding spending that will occur in future years should be provided in the Notes section below the table.

Fund Name and Number	Department	Budget Control Level*	2007 Expenditures	2008 Anticipated Expenditures
N/A				
<b>TOTAL</b>				

\* See budget book to obtain the appropriate Budget Control Level for your department.

**Notes:**

- **What is the financial cost of not implementing the legislation?** (Estimate the costs to the City of not implementing the legislation, including estimated costs to maintain or expand an existing facility or the cost avoidance due to replacement of an existing



*facility, potential conflicts with regulatory requirements, or other potential costs if the legislation is not implemented.)*

None

- **What are the possible alternatives to the legislation that could achieve the same or similar objectives?** *(Include any potential alternatives to the proposed legislation, such as reducing fee-supported activities, identifying outside funding sources for fee-supported activities, etc.)*

None

- **Is the legislation subject to public hearing requirements:** *(If yes, what public hearings have been held to date, and/or what plans are in place to hold a public hearing(s) in the future.)*

No

- **Other Issues** *(including long-term implications of the legislation):*

None

**Please list attachments to the fiscal note below:**

None



2008 JAN 16 PM 2:05

**MEMORANDUM OF UNDERSTANDING**

**By and Between**

**City of Seattle, City Light Department**

**And**

**International Brotherhood of Electrical Workers, Local 77**

CITY CLERK

**Change in Lineworker Apprentice Hours**

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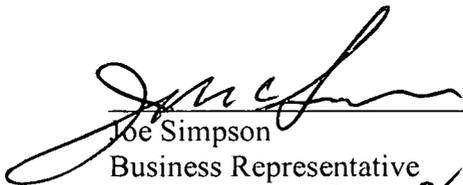
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- 1 Lineworker
- 2 Any combination of Lineworker, Material Supplier, or Lineworker Apprentice. However, there will be no more than one (1) 1<sup>st</sup> through 6<sup>th</sup> period Lineworker Apprentice on any four (4) member crew,”

*shall be changed to:*

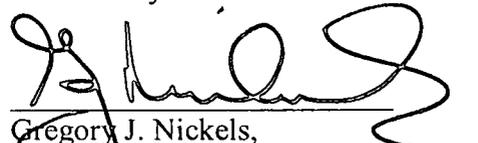
- 1 Crew Chief
- 1 Lineworker
- 2 Any combination of Lineworker, Material Supplier, or Lineworker Apprentice. However, there will be no more than one (1) 1<sup>st</sup> ~~through 6<sup>th</sup> period~~ Steps 1 through 4 Lineworker Apprentice on any four (4) member crew,”

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

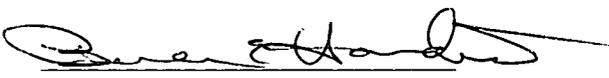
For the Union:

  
 \_\_\_\_\_  
 Joe Simpson  
 Business Representative  
 Date: 1-15-08

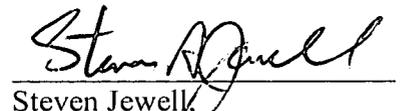
For the City of Seattle:

  
 \_\_\_\_\_  
 Gregory J. Nickels,  
 Mayor  
 Date: 11/19/07

For Seattle City Light:

  
 \_\_\_\_\_  
 Berle Hardie,  
 Labor Relations Coordinator  
 Date: 11-14-07

For the City of Seattle

  
 \_\_\_\_\_  
 Steven Jewell,  
 Labor Negotiator  
 Date: 11-14-07



# City of Seattle

Gregory J. Nickels, Mayor

## Office of the Mayor

October 16, 2007

Honorable Nick Licata  
President  
Seattle City Council  
City Hall, 2<sup>nd</sup> Floor

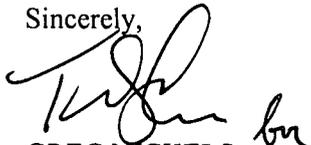
Dear Council President Licata:

I am pleased to transmit the attached proposed Council Bill that authorizes the execution of a Memorandum of Understanding between the City of Seattle, City Light Department and the International Brotherhood of Electrical Workers (IBEW), Local 77. The Memorandum of Understanding reduces the hours of the Lineworker Apprenticeship Program, adjusts the associated salary steps and rates of pay, and revises language of the current Collective Bargaining Agreement.

This Bill addresses 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 vacancies as quickly as possible, the City and IBEW, Local 77 approached the Washington State Apprenticeship & Training Council to discuss restructuring the Lineworker Apprenticeship Program to allow for a reduction in the number of threshold hours for apprentices to complete the program, while still meeting overall State minimum hour requirements. The Washington State Apprenticeship & Training Council, the City and IBEW, Local 77 have reached an agreement on a three-year program. The proposed Memorandum of Understanding amends the IBEW, 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.

Thank you for your consideration of this legislation. Should you have questions, please contact David Bracilano at 684-7874 or Rufina Zuniga at 684-7927.

Sincerely,

  
GREG NICKELS  
Mayor of Seattle

cc: Honorable Members of the Seattle City Council

---

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

Tel: (206) 684-4000, TDD: (206) 615-0476 Fax: (206) 684-5360, Email: [mayors.office@seattle.gov](mailto:mayors.office@seattle.gov)

An equal employment opportunity, affirmative action employer. Accommodations for people with disabilities provided upon request.



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STATE OF WASHINGTON – KING COUNTY

--SS.

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217294  
CITY OF SEATTLE, CLERKS OFFICE

No. ~~422547~~ 122546

**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 12<sup>th</sup> day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

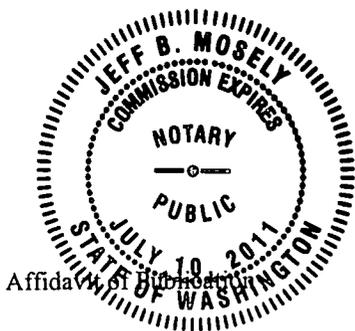
The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT: TITLE-ONLY ORDINANCE

was published on

11/09/07

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



*James Taylor*  
Subscribed and sworn to before me on

11/09/07

*JA*  
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 October 29, 2007, and published here by title only, will be mailed, at no cost, on request, for two months after this publication. For further information, contact the Seattle City Clerk at 684-8944.

#### ORDINANCE NO. 122547

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

#### ORDINANCE NO. 122546

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, City Light Unit reducing the hours of the Lineworker Apprenticeship

Program and adjusting associated salary steps and rates of pay; revising language of the current Collective Bargaining Agreement; and ratifying and confirming prior acts.

#### ORDINANCE NO. 122545

AN ORDINANCE relating to Seattle Public Utilities; amending the 2007 Adopted Budget, including the 2007-2012 Capital Improvement Program; changing appropriations in various budget control levels within the Drainage and Wastewater Fund; and revising allocations for certain projects.

#### ORDINANCE NO. 122548

AN ORDINANCE authorizing, in 2007, acceptance of funding from non-City sources; authorizing the heads of the Department of Parks and Recreation, the Department of Planning and Development, the Department of Information Technology, the Department of Neighborhoods, the Human Services Department, the Seattle Department of Transportation, the Seattle Police Department, the Seattle Fire Department, and Seattle Public Utilities, to accept specified grants and private funding and to execute, deliver, and perform corresponding agreements.

Date of publication in the Seattle Daily Journal of Commerce, November 9, 2007.