

**2011 - 2012 Seattle City Council Green Sheet**

**Approved**

Tab	Action	Option	Version
84	1	A	1

**Budget Action Title:** Pass C.B. 116998 COLA Agreement with The Coalition of City Unions

Councilmembers: Budget Committee

Staff Analyst: Patricia Lee

Council Bill or Resolution: C.B. 116998, tab 26 in gray notebook

**Budget Committee Vote:**

Date	Result	SB	BH	SC	TR	JG	NL	RC	TB	MO
<b>11/12/2010</b>	<b>Pass 9-</b>	<b>Y</b>								

***Budget Action description:***

This green sheet recommends passage of C.B. 116998, which authorizes the Mayor to sign two Memoranda of Understanding (MOUs): 1) between the City and certain individual unions in the Coalition of City Unions (Coalition), and 2) between the City and the International Federation of Professional and Technical Engineers, Local 17 Information Technology Unit (Local 17 IT). The MOUs provide for changes in wages and working conditions for 2011-2013.

**Both MOUs:**

- Extend the duration of existing collective bargaining agreements through December 31, 2013;
- Increase base wages for Coalition employees in 2011, 2012 and 2013 by 100 percent of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W). In 2011 the CPI-W is 0.6%;
- Replace the 2% cost-of living-adjustment (COLA) minimum with a 0% COLA minimum and remove the 7% COLA maximum from the current COLA formula;
- Amend those collective bargaining agreements that have express language related to contracting out to remove the prerequisite of layoff in order to grieve contracting out practices;
- Provide for additional review processes to achieve cost savings to the City. The Labor Management Leadership Committee will review suggestions for workplace efficiencies, and the City and the Coalition will meet to review Citywide span-of-control issues as a result of the 2011 budget process;

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- Reaffirm the City's and Coalition's commitment to use the Health Care Committee to address health care costs by making plan design changes where appropriate;
- Increase the time employees who are laid off as a result of budget reductions in 2011, 2012, or 2013 may be on the Reinstatement Recall list and participate in Project Hire from one year to two years; and
- Provide that layoffs resulting from 2011 budget cuts shall be effective on January 4, 2011.

The Local 17 IT unit has a separate MOU in order to preserve a unique wage provision in their labor contract that grants them the greater of either the cost-of-living adjustment or market adjustment.