Form revised: December 5, 2014

BILL SUMMARY & FISCAL NOTE

Department:	Contact Person/Phone:	Executive Contact/Phone:
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1. BILL SUMMARY

Legislation Title:
AN ORDINANCE relating to City employment; authorizing the execution of a collective bargaining agreement between the City of Seattle and the International Brotherhood of Electrical Workers, Local 77 Material Controllers Unit to be effective January 1, 2013 through December 31, 2015; authorizing payment of compensation negotiated in the collective bargaining agreement; and ratifying and confirming prior acts.

Summary and background of the Legislation:
In spring of 2013, previously non-represented employees in the job titles for Material Controller, Senior Material Controller and Principal Material Controller certified to become represented by Local 77. The parties entered into negotiations and came to an agreement in the summer of 2014.

This legislation authorizes a collective bargaining agreement between the City of Seattle and the International Brotherhood of Electrical Workers, Local 77 ("Local 77") providing for wages, healthcare, and other conditions of employment for the Material Controllers Unit effective January 1, 2013 through December 31, 2015. The Local 77 Material Controllers Unit is a new bargaining unit at the City. This legislation affects approximately 10 employees in the City Light department.

The agreement provides that union members' wages will increase by 3.3 percent in 2013, 1.8 percent in 2014, and 1.6 percent in 2015, based on 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) for August through June of the base year to August through June of the subsequent year (also known as the "averaging method"), provided that such increase shall not be less than zero. Union members will continue to receive overtime pay at the 1.5 times regular rate of pay, and $0.65/hour for working the swing shift and $.90/hour for working the graveyard shift.

The agreement provides for the same health care plan as for "most employees," with the City annually contributing 100 percent of the first 7 percent increase in the total medical premium, plus and 85 percent of any increase in addition to the 7 percent necessary to maintain the current medical plans and benefits.

The agreement also provides that all other working conditions shall be the same as those provided to the Coalition of City Unions; however, given the timing of the settlement, the current retirement benefit shall remain in effect through the term of the agreement.

2. SUMMARY OF FINANCIAL IMPLICATIONS

Please check one:

____ **This legislation has direct financial implications.**

_X__ **This legislation does not have direct financial implications.**

Local 77 Material Control Unit members' wages will increase by 3.3 percent in 2013, 1.8 percent in 2014 and 1.6 percent in 2015. City Light will absorb back pay and ongoing costs within its existing budget.

3. OTHER IMPLICATIONS

a) Does the legislation have indirect or long-term financial impacts to the City of Seattle that are not reflected in the above?
No.

b) Is there financial cost or other impacts of not implementing the legislation?
If the contract is not legislated, employees will continue to receive the same wages that became effective on January 4, 2012. There may be additional legal risks associated with not implementing this legislation.

c) Does this legislation affect any departments besides the originating department?
This proposed Council Bill will impact City Light's budget, and to the extent provided in the collective bargaining agreement, the operational functions of its Local 77 union members.

d) Is a public hearing required for this legislation?
No.

e) Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?
No.

f) Does this legislation affect a piece of property?
No.

g) Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities?
No.

h) If this legislation includes a new initiative or a major programmatic expansion: What are the long-term and measurable goals of the program? Please describe how this legislation would help achieve the program's desired goals.
N/A.

i) **Other Issues:** None.

List attachments below: No attachments