



SEATTLE CITY COUNCIL

Legislative Summary

CB 119160

Record No.: CB 119160

Type: Ordinance (Ord)

Status: Passed

Version: 1

Ord. no: Ord 125489

In Control: City Clerk

File Created: 11/16/2017

Final Action: 12/15/2017

Title: AN ORDINANCE relating to City employment; authorizing the execution of two memoranda of understanding between The City of Seattle and International Brotherhood of Electrical Workers Local No. 77 to be effective January 23, 2017, through January 22, 2021; and ratifying and confirming certain prior acts.

Date

Notes:

Filed with City Clerk:

Mayor's Signature:

Sponsors: Harrell

Vetoed by Mayor:

Veto Overridden:

Veto Sustained:

Attachments: Att 1 – Local 77 Agreement (City Light), Att 2 – Local 77 Agreement (SDOT)

Drafter: sarah.butler@seattle.gov

Filing Requirements/Dept Action:

History of Legislative File

Legal Notice Published:

☐ Yes

☐ No

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	Mayor	11/21/2017	Mayor's leg transmitted to Council	City Clerk			
1	City Clerk	11/21/2017	sent for review	Council President's Office			
	Action Text: The Council Bill (CB) was sent for review. to the Council President's Office						
	Notes:						
1	Council President's Office	11/30/2017	sent for review	Full Council			
	Action Text: The Council Bill (CB) was sent for review. to the Full Council						
	Notes:						
1	Full Council	12/04/2017	referred	Full Council			
1	Full Council	12/11/2017	passed				Pass
	Action Text: The Motion carried, the Council Bill (CB) was passed by the following vote, and the President signed the Bill:						

Notes: Motion was made and duly seconded to pass Council Bill 119160.

In Favor: 7 Councilmember Bagshaw, Councilmember González , Council
President Harrell, Councilmember Herbold, Councilmember Johnson,
Councilmember Mosqueda, Councilmember O'Brien

Opposed: 0

1	City Clerk	12/15/2017	submitted for	Mayor
			Mayor's signature	
1	Mayor	12/15/2017	Signed	
1	Mayor	12/15/2017	returned	City Clerk
1	City Clerk	12/15/2017	attested by City Clerk	

Action Text: The Ordinance (Ord) was attested by City Clerk.

Notes:

CITY OF SEATTLE

ORDINANCE 125489

COUNCIL BILL 119160

AN ORDINANCE relating to City employment; authorizing the execution of two memoranda of understanding between The City of Seattle and International Brotherhood of Electrical Workers Local No. 77 to be effective January 23, 2017, through January 22, 2021; and ratifying and confirming certain prior acts.

WHEREAS, collective bargaining agreements between The City of Seattle ("City") and the International Brotherhood of Electrical Workers Local No. 77 City Light and Seattle Department of Transportation units expired on January 22, 2017; and

WHEREAS, employees represented by the International Brotherhood of Electrical Workers Local No. 77 City Light and Seattle Department of Transportation units continued to work after January 22, 2017, on condition that the subject of their wages continued to be negotiated during collective bargaining; and

WHEREAS, collective bargaining has led to tentative agreements (memoranda of understanding) concerning wages, benefits, and other conditions of employment between the City and the International Brotherhood of Electrical Workers Local No. 77; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

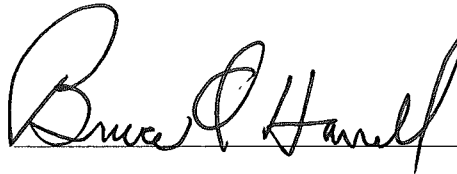
Section 1. As requested by the Seattle Human Resources Director and recommended by the Mayor, the Mayor is authorized on behalf of The City to execute a memorandum of understanding with the International Brotherhood of Electrical Workers Local No. 77 City Light unit, effective January 23, 2017 through January 22, 2021, substantially in the form attached to this ordinance as Attachment 1 and identified as "Memorandum of Understanding By and Between City of Seattle and the City Light Department and International Brotherhood of Electrical Workers Local 77," after union membership has ratified the agreement.

1 Section 2. As requested by the Seattle Human Resources Director and recommended by
2 the Mayor, the Mayor is authorized on behalf of The City to execute a collective bargaining
3 agreement with the International Brotherhood of Electrical Workers Local No. 77 Seattle
4 Department of Transportation unit, effective January 23, 2017, through January 22, 2021,
5 substantially in the form attached to this ordinance as Attachment 2 and identified as
6 “Memorandum of Understanding By and Between City of Seattle and the Department of
7 Transportation and International Brotherhood of Electrical Workers Local 77,” after union
8 membership has ratified the agreement.

9 Section 3. Any act consistent with the authority of this ordinance taken prior to its
10 effective date is ratified and confirmed.

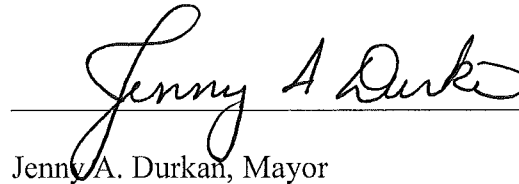
Section 4. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by the City Council the 11th day of December, 2017,
and signed by me in open session in authentication of its passage this 11th day of
December, 2017.

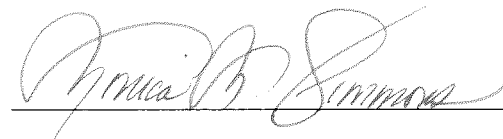


President _____ of the City Council

Approved by me this 15th day of December, 2017.


Jenny A. Durkan, Mayor

Filed by me this 15th day of December, 2017.



Monica Martinez Simmons, City Clerk

(Seal)

Attachments:

Attachment 1: Memorandum of Understanding By and Between City of Seattle and the City
Light Department and International Brotherhood of Electrical Workers Local 77

Attachment 2: Memorandum of Understanding By and Between City of Seattle and the
Department of Transportation and International Brotherhood of Electrical Workers
Local 77

**Memorandum of Understanding
By and Between**

**City of Seattle
and the
City Light Department
and
International Brotherhood of Electrical Workers
Local 77**

Effective January 23, 2017 through January 22, 2021

This MEMORANDUM OF UNDERSTANDING is supplemental to the AGREEMENT by and between the City of Seattle, hereinafter referred to as the City, and the International Brotherhood of Electrical Workers Local 77, hereinafter referred to as the Union. Collectively they shall be known as the Parties.

It is understood and agreed by and between the City and the Union that all the terms and conditions of the Collective Bargaining Agreement, currently in effect from January 23, 2013 through January 22, 2017 shall be rolled over to provide for a new contract period from January 23, 2017 through January 22, 2021 except for the following changes:

1. WAGES:

- a) Effective January 23, 2017, the one hundred (100%) Journeyworker rate of the current Collective Bargaining Agreement shall be \$43.65.
- b) Effective January 23, 2017, the base wage rates for titles covered under this Collective Bargaining Agreement shall receive a cost of living adjustment (COLA) equal to two percent (2%).
- c) Effective January 23, 2017, the Power Line Clearance Tree Trimmer rate of the current Collective Bargaining Agreement shall be one hundred-three percent (103%).
- d) Effective January 23, 2017, the Power Line Clearance Tree Trimmer-Journeyworker In Charge rate of the current Collective Bargaining Agreement shall be one hundred-nine percent (109%).
- e) Effective January 23, 2018, the base wage rates for titles covered under this Collective Bargaining Agreement shall receive a cost of living adjustment (COLA) equal to three percent (3%).
- f) Effective January 23, 2018, there will be a one-time wage rate adjustment to all Material Supplier titles equal to three percent (3%) for program enhancement.
- g) Effective January 23, 2019, the base wage rates for titles covered under this Collective Bargaining Agreement shall receive a cost of living adjustment (COLA) equal to one hundred percent (100%) of the percentage increase in the Seattle-Tacoma-Bremerton area Consumer Price Index for

the June over June method consistent with “Article 17 Wage Rates” in the current agreement. However, this percentage increase shall not be less than one-and-a-half percent (1.5%) nor shall it exceed four percent (4%).

- h) Effective January 23, 2020, the base wage rates for titles covered under this Collective Bargaining Agreement shall receive a cost of living adjustment (COLA) equal to one hundred percent (100%) of the percentage increase in the Seattle-Tacoma-Bremerton area Consumer Price Index for the June over June method consistent with “Article 17 Wage Rates” in the current agreement. However, this percentage increase shall not be less than one-and-a-half percent (1.5%) nor shall it exceed four percent (4%).

2. RETIREMENT:

Effective January 1, 2017, consistent with Ordinance 78444, as amended, the City shall implement a new defined benefit retirement plan (SCERS II) for new employees hired on or after January 1, 2017.

3. HEALTHCARE BENEFITS:

The Parties agree that for the period of January 23, 2017 through January 22, 2021, healthcare benefits shall remain status quo as identified in Article 12 of the current Collective Bargaining Agreement.

4. PAID LEAVE for 2010 FURLOUGHS:

Employees who furloughed in 2010 shall be granted the equivalent number of hours furloughed to be used as paid leave. The employee shall receive half the allotted hours in 2017, and half in 2018. In no case shall employees receive more than eighty (80) hours of leave. Employees shall use such leave in full-day increments to the extent possible. The hours provided in 2017 must be used within twelve (12) months of the date of the legislation of this Agreement. The hours provided in 2018 must be used within twelve (12) months of the date in 2018 that the leave is added to the employee's leave balances. There will be no carry over of hours from one twelve (12) month period to the next. Employees must be in regular or benefit eligible temporary status in order to receive this benefit. In the case that the employee did not take furlough days in 2010 because they had planned to retire, and then elected not to retire and subsequently “paid” for those furlough days, they will be compensated with the same leave.

5. MEMORANDUMS of AGREEMENT:

- a) The terms of all amending memoranda of understanding, memoranda of agreement, and letters of agreement identified in the current Collective Bargaining Agreement which would have expired as of January 22, 2017, and any subsequent memoranda or letters signed between the Parties since the last round of bargaining that may not be identified in the agreement, shall be extended for the period of January 23, 2017 through January 22, 2021.

- b) The Parties agree that Section 39.3 of the Collective Bargaining Agreement shall be amended to state, "Power Structure Mechanic Crew Chiefs shall be considered working crew chiefs and permitted to use tools" in accordance with the memorandum of understanding regarding "Power Dispatcher/Power Structure Mechanics" dated April 4, 2008.

6. REOPENERS:

- a) The Parties agree to a reopener on impacts associated with the Affordable Care Act (ACA).
- b) For the duration of this agreement, the Union agrees that the City may open negotiations associated with any changes to mandatory subjects related to the Gender/Race Workforce Equity efforts.

7. WORKFORCE DIVERSITY:

The Parties agree that the "Purpose of this Agreement" of the current Collective Bargaining Agreement shall be amended to add the following language:

"IBEW Local 77, Seattle City Light, and the City of Seattle, share a commitment to attracting and retaining a high voltage skilled trades workforce that reflects the diversity of our community. We believe that diversity makes us stronger and furthers the City of Seattle's commitment to Workforce Equity. We will continue to partner in recruitment and workforce development initiatives, including apprenticeship, to increase the participation of historically marginalized groups in the high voltage skilled trades."

Signed this _____ day of _____ 2017

THE CITY OF SEATTLE

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, LOCAL 77

Executed under this Authority of
Ordinance _____

Mayor

Louis R. Walter, Business Manager

CITY LIGHT DEPARTMENT

DaVonna Johnson, Chief Administrative Services Officer

**Memorandum of Understanding
By and Between**

**City of Seattle
and the
Department of Transportation
and
International Brotherhood of Electrical Workers
Local 77**

Effective January 23, 2017 through January 22, 2021

This MEMORANDUM OF UNDERSTANDING is supplemental to the AGREEMENT by and between the City of Seattle, hereinafter referred to as the City, and the International Brotherhood of Electrical Workers Local 77, hereinafter referred to as the Union. Collectively they shall be known as the Parties.

It is understood and agreed by and between the City and the Union that all the terms and conditions of the Collective Bargaining Agreement, currently in effect from January 23, 2013 through January 22, 2017 shall be rolled over to provide for a new contract period from January 23, 2017 through January 22, 2021 except for the following changes:

1. WAGES:

- a) Effective January 23, 2017, the base wage rates for titles covered under this Collective Bargaining Agreement shall receive a cost of living adjustment (COLA) equal to two percent (2%).
- b) Effective January 23, 2017, the base wage rates for titles covered under this Collective Bargaining Agreement shall receive a one-time wage rate alignment equal to three percent (3%).
- c) Effective January 23, 2018, the base wage rates for titles covered under this Collective Bargaining Agreement shall receive a cost of living adjustment (COLA) equal to three percent (3%).
- d) Effective January 23, 2019, the base wage rates for titles covered under this Collective Bargaining Agreement shall receive a cost of living adjustment (COLA) equal to one hundred percent (100%) of the percentage increase in the Seattle-Tacoma-Bremerton area Consumer Price Index for the June over June method consistent with "Article 23 Rates of Pay" in the current agreement. However, this percentage increase shall not be less than one-and-a-half percent (1.5%) nor shall it exceed four percent (4%).
- e) Effective January 23, 2020, the base wage rates for titles covered under this Collective Bargaining Agreement shall receive a cost of living adjustment (COLA) equal to one hundred percent (100%) of the percentage increase in the Seattle-Tacoma-Bremerton area Consumer Price Index for the June over June method consistent with "Article 23 Rates of Pay" in the

current agreement. However, this percentage increase shall not be less than one-and-a-half percent (1.5%) nor shall it exceed four percent (4%).

2. RETIREMENT:

Effective January 1, 2017, consistent with Ordinance 78444, as amended, the City shall implement a new defined benefit retirement plan (SCERS II) for new employees hired on or after January 1, 2017.

3. HEALTHCARE BENEFITS:

The Parties agree that for the period of January 23, 2017 through January 22, 2021, the healthcare benefits shall remain status quo as identified in Article 7 of the current Collective Bargaining Agreement.

4. PAID LEAVE for 2010 FURLOUGHS:

Employees who furloughed in 2010 shall be granted the equivalent number of hours furloughed to be used as paid leave. The employee shall receive half the allotted hours in 2017, and half in 2018. In no case shall employees receive more than eighty (80) hours of leave. Employees shall use such leave in full-day increments to the extent possible. The hours provided in 2017 must be used within twelve (12) months of the date of the legislation of this Agreement. The hours provided in 2018 must be used within twelve (12) months of the date in 2018 that the leave is added to the employee's leave balances. There will be no carry over of hours from one twelve (12) month period to the next. Employees must be in regular or benefit eligible temporary status in order to receive this benefit. In the case that the employee did not take furlough days in 2010 because they had planned to retire, and then elected not to retire and subsequently "paid" for those furlough days, they will be compensated with the same leave.

5. MEMORANDUMS of AGREEMENT:

The terms of all amending memoranda of understanding, memoranda of agreement, and letters of agreement identified in the current Collective Bargaining Agreement which would have expired as of January 22, 2017, and any subsequent memoranda or letters signed between the parties since the last round of bargaining that may not be identified in the agreement, shall also be extended for the period January 23, 2017 through January 22, 2021.

6. REOPENERS:

- a) The Parties agree to a reopener on impacts associated with the Affordable Care Act (ACA).
- b) For the duration of this agreement, the Union agrees that the City may open negotiations associated with any changes to mandatory subjects related to the Gender/Race Workforce Equity efforts.

7. WORKFORCE DIVERSITY:

The Parties agree that the "Purpose of this Agreement" of the current Collective Bargaining Agreement shall be amended to add the following language:

"IBEW Local 77, Seattle Department of Transportation, and the City of Seattle, share a commitment to attracting and retaining a workforce that reflects the diversity of our community. We believe that diversity makes us stronger and furthers the City of Seattle's commitment to Workforce Equity. We will continue to partner in recruitment and workforce development initiatives, including apprenticeship, to increase the participation of historically marginalized groups in the trades."

Signed this _____ day of _____ 2017

THE CITY OF SEATTLE

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, LOCAL 77

Executed under this Authority of
Ordinance _____

Mayor

Louis R. Walter, Business Manager

SEATTLE DEPARTMENT OF TRANSPORTATION

Scott Kubly, Director



SEATTLE CITY COUNCIL

Legislative Summary

CB 119160

Record No.: CB 119160

Type: Ordinance (Ord)

Status: Passed

Version: 1

Ord. no: Ord 125489

In Control: City Clerk

File Created: 11/16/2017

Final Action: 12/15/2017

Title: AN ORDINANCE relating to City employment; authorizing the execution of two memoranda of understanding between The City of Seattle and International Brotherhood of Electrical Workers Local No. 77 to be effective January 23, 2017, through January 22, 2021; and ratifying and confirming certain prior acts.

Date

Notes:

Filed with City Clerk:

Mayor's Signature:

Sponsors: Harrell

Vetoed by Mayor:

Veto Overridden:

Veto Sustained:

Attachments: Att 1 – Local 77 Agreement (City Light), Att 2 – Local 77 Agreement (SDOT)

Drafter: sarah.butler@seattle.gov

Filing Requirements/Dept Action:

History of Legislative File

Legal Notice Published:

☐ Yes

☐ No

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	Mayor	11/21/2017	Mayor's leg transmitted to Council	City Clerk			
1	City Clerk	11/21/2017	sent for review	Council President's Office			
	Action Text: The Council Bill (CB) was sent for review. to the Council President's Office						
	Notes:						
1	Council President's Office	11/30/2017	sent for review	Full Council			
	Action Text: The Council Bill (CB) was sent for review. to the Full Council						
	Notes:						
1	Full Council	12/04/2017	referred	Full Council			
1	Full Council	12/11/2017	passed				Pass
	Action Text: The Motion carried, the Council Bill (CB) was passed by the following vote, and the President signed the Bill:						

Notes: Motion was made and duly seconded to pass Council Bill 119160.

In Favor: 7 Councilmember Bagshaw, Councilmember González , Council
President Harrell, Councilmember Herbold, Councilmember Johnson,
Councilmember Mosqueda, Councilmember O'Brien

Opposed: 0

1	City Clerk	12/15/2017	submitted for	Mayor
			Mayor's signature	
1	Mayor	12/15/2017	Signed	
1	Mayor	12/15/2017	returned	City Clerk
1	City Clerk	12/15/2017	attested by City Clerk	

Action Text: The Ordinance (Ord) was attested by City Clerk.

Notes:

CITY OF SEATTLE

ORDINANCE 125489

COUNCIL BILL 119160

AN ORDINANCE relating to City employment; authorizing the execution of two memoranda of understanding between The City of Seattle and International Brotherhood of Electrical Workers Local No. 77 to be effective January 23, 2017, through January 22, 2021; and ratifying and confirming certain prior acts.

WHEREAS, collective bargaining agreements between The City of Seattle ("City") and the International Brotherhood of Electrical Workers Local No. 77 City Light and Seattle Department of Transportation units expired on January 22, 2017; and

WHEREAS, employees represented by the International Brotherhood of Electrical Workers Local No. 77 City Light and Seattle Department of Transportation units continued to work after January 22, 2017, on condition that the subject of their wages continued to be negotiated during collective bargaining; and

WHEREAS, collective bargaining has led to tentative agreements (memoranda of understanding) concerning wages, benefits, and other conditions of employment between the City and the International Brotherhood of Electrical Workers Local No. 77; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

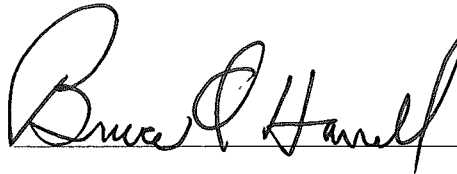
Section 1. As requested by the Seattle Human Resources Director and recommended by the Mayor, the Mayor is authorized on behalf of The City to execute a memorandum of understanding with the International Brotherhood of Electrical Workers Local No. 77 City Light unit, effective January 23, 2017 through January 22, 2021, substantially in the form attached to this ordinance as Attachment 1 and identified as "Memorandum of Understanding By and Between City of Seattle and the City Light Department and International Brotherhood of Electrical Workers Local 77," after union membership has ratified the agreement.

1 Section 2. As requested by the Seattle Human Resources Director and recommended by
2 the Mayor, the Mayor is authorized on behalf of The City to execute a collective bargaining
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7 Transportation and International Brotherhood of Electrical Workers Local 77,” after union
8 membership has ratified the agreement.

9 Section 3. Any act consistent with the authority of this ordinance taken prior to its
10 effective date is ratified and confirmed.

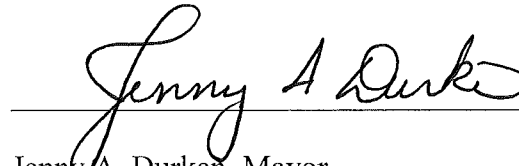
Section 4. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by the City Council the 11th day of December, 2017,
and signed by me in open session in authentication of its passage this 11th day of
December, 2017.

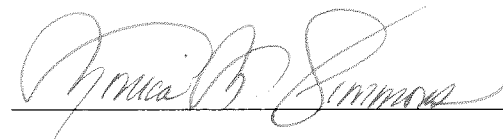


President _____ of the City Council

Approved by me this 15th day of December, 2017.


Jenny A. Durkan, Mayor

Filed by me this 15th day of December, 2017.



Monica Martinez Simmons, City Clerk

(Seal)

Attachments:

Attachment 1: Memorandum of Understanding By and Between City of Seattle and the City
Light Department and International Brotherhood of Electrical Workers Local 77

Attachment 2: Memorandum of Understanding By and Between City of Seattle and the
Department of Transportation and International Brotherhood of Electrical Workers
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**Memorandum of Understanding
By and Between**

**City of Seattle
and the
City Light Department
and
International Brotherhood of Electrical Workers
Local 77**

Effective January 23, 2017 through January 22, 2021

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1. WAGES:

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- b) Effective January 23, 2017, the base wage rates for titles covered under this Collective Bargaining Agreement shall receive a cost of living adjustment (COLA) equal to two percent (2%).
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- e) Effective January 23, 2018, the base wage rates for titles covered under this Collective Bargaining Agreement shall receive a cost of living adjustment (COLA) equal to three percent (3%).
- f) Effective January 23, 2018, there will be a one-time wage rate adjustment to all Material Supplier titles equal to three percent (3%) for program enhancement.
- g) Effective January 23, 2019, the base wage rates for titles covered under this Collective Bargaining Agreement shall receive a cost of living adjustment (COLA) equal to one hundred percent (100%) of the percentage increase in the Seattle-Tacoma-Bremerton area Consumer Price Index for

the June over June method consistent with “Article 17 Wage Rates” in the current agreement. However, this percentage increase shall not be less than one-and-a-half percent (1.5%) nor shall it exceed four percent (4%).

- h) Effective January 23, 2020, the base wage rates for titles covered under this Collective Bargaining Agreement shall receive a cost of living adjustment (COLA) equal to one hundred percent (100%) of the percentage increase in the Seattle-Tacoma-Bremerton area Consumer Price Index for the June over June method consistent with “Article 17 Wage Rates” in the current agreement. However, this percentage increase shall not be less than one-and-a-half percent (1.5%) nor shall it exceed four percent (4%).

2. RETIREMENT:

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3. HEALTHCARE BENEFITS:

The Parties agree that for the period of January 23, 2017 through January 22, 2021, healthcare benefits shall remain status quo as identified in Article 12 of the current Collective Bargaining Agreement.

4. PAID LEAVE for 2010 FURLOUGHS:

Employees who furloughed in 2010 shall be granted the equivalent number of hours furloughed to be used as paid leave. The employee shall receive half the allotted hours in 2017, and half in 2018. In no case shall employees receive more than eighty (80) hours of leave. Employees shall use such leave in full-day increments to the extent possible. The hours provided in 2017 must be used within twelve (12) months of the date of the legislation of this Agreement. The hours provided in 2018 must be used within twelve (12) months of the date in 2018 that the leave is added to the employee's leave balances. There will be no carry over of hours from one twelve (12) month period to the next. Employees must be in regular or benefit eligible temporary status in order to receive this benefit. In the case that the employee did not take furlough days in 2010 because they had planned to retire, and then elected not to retire and subsequently “paid” for those furlough days, they will be compensated with the same leave.

5. MEMORANDUMS of AGREEMENT:

- a) The terms of all amending memoranda of understanding, memoranda of agreement, and letters of agreement identified in the current Collective Bargaining Agreement which would have expired as of January 22, 2017, and any subsequent memoranda or letters signed between the Parties since the last round of bargaining that may not be identified in the agreement, shall be extended for the period of January 23, 2017 through January 22, 2021.

- b) The Parties agree that Section 39.3 of the Collective Bargaining Agreement shall be amended to state, "Power Structure Mechanic Crew Chiefs shall be considered working crew chiefs and permitted to use tools" in accordance with the memorandum of understanding regarding "Power Dispatcher/Power Structure Mechanics" dated April 4, 2008.

6. REOPENERS:

- a) The Parties agree to a reopener on impacts associated with the Affordable Care Act (ACA).
- b) For the duration of this agreement, the Union agrees that the City may open negotiations associated with any changes to mandatory subjects related to the Gender/Race Workforce Equity efforts.

7. WORKFORCE DIVERSITY:

The Parties agree that the "Purpose of this Agreement" of the current Collective Bargaining Agreement shall be amended to add the following language:

"IBEW Local 77, Seattle City Light, and the City of Seattle, share a commitment to attracting and retaining a high voltage skilled trades workforce that reflects the diversity of our community. We believe that diversity makes us stronger and furthers the City of Seattle's commitment to Workforce Equity. We will continue to partner in recruitment and workforce development initiatives, including apprenticeship, to increase the participation of historically marginalized groups in the high voltage skilled trades."

Signed this _____ day of _____ 2017

THE CITY OF SEATTLE

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, LOCAL 77

Executed under this Authority of
Ordinance _____

Mayor

Louis R. Walter, Business Manager

CITY LIGHT DEPARTMENT

DaVonna Johnson, Chief Administrative Services Officer

**Memorandum of Understanding
By and Between**

**City of Seattle
and the
Department of Transportation
and
International Brotherhood of Electrical Workers
Local 77**

Effective January 23, 2017 through January 22, 2021

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1. WAGES:

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- b) Effective January 23, 2017, the base wage rates for titles covered under this Collective Bargaining Agreement shall receive a one-time wage rate alignment equal to three percent (3%).
- c) Effective January 23, 2018, the base wage rates for titles covered under this Collective Bargaining Agreement shall receive a cost of living adjustment (COLA) equal to three percent (3%).
- d) Effective January 23, 2019, the base wage rates for titles covered under this Collective Bargaining Agreement shall receive a cost of living adjustment (COLA) equal to one hundred percent (100%) of the percentage increase in the Seattle-Tacoma-Bremerton area Consumer Price Index for the June over June method consistent with "Article 23 Rates of Pay" in the current agreement. However, this percentage increase shall not be less than one-and-a-half percent (1.5%) nor shall it exceed four percent (4%).
- e) Effective January 23, 2020, the base wage rates for titles covered under this Collective Bargaining Agreement shall receive a cost of living adjustment (COLA) equal to one hundred percent (100%) of the percentage increase in the Seattle-Tacoma-Bremerton area Consumer Price Index for the June over June method consistent with "Article 23 Rates of Pay" in the

current agreement. However, this percentage increase shall not be less than one-and-a-half percent (1.5%) nor shall it exceed four percent (4%).

2. RETIREMENT:

Effective January 1, 2017, consistent with Ordinance 78444, as amended, the City shall implement a new defined benefit retirement plan (SCERS II) for new employees hired on or after January 1, 2017.

3. HEALTHCARE BENEFITS:

The Parties agree that for the period of January 23, 2017 through January 22, 2021, the healthcare benefits shall remain status quo as identified in Article 7 of the current Collective Bargaining Agreement.

4. PAID LEAVE for 2010 FURLOUGHS:

Employees who furloughed in 2010 shall be granted the equivalent number of hours furloughed to be used as paid leave. The employee shall receive half the allotted hours in 2017, and half in 2018. In no case shall employees receive more than eighty (80) hours of leave. Employees shall use such leave in full-day increments to the extent possible. The hours provided in 2017 must be used within twelve (12) months of the date of the legislation of this Agreement. The hours provided in 2018 must be used within twelve (12) months of the date in 2018 that the leave is added to the employee's leave balances. There will be no carry over of hours from one twelve (12) month period to the next. Employees must be in regular or benefit eligible temporary status in order to receive this benefit. In the case that the employee did not take furlough days in 2010 because they had planned to retire, and then elected not to retire and subsequently "paid" for those furlough days, they will be compensated with the same leave.

5. MEMORANDUMS of AGREEMENT:

The terms of all amending memoranda of understanding, memoranda of agreement, and letters of agreement identified in the current Collective Bargaining Agreement which would have expired as of January 22, 2017, and any subsequent memoranda or letters signed between the parties since the last round of bargaining that may not be identified in the agreement, shall also be extended for the period January 23, 2017 through January 22, 2021.

6. REOPENERS:

- a) The Parties agree to a reopener on impacts associated with the Affordable Care Act (ACA).
- b) For the duration of this agreement, the Union agrees that the City may open negotiations associated with any changes to mandatory subjects related to the Gender/Race Workforce Equity efforts.

7. WORKFORCE DIVERSITY:

The Parties agree that the "Purpose of this Agreement" of the current Collective Bargaining Agreement shall be amended to add the following language:

"IBEW Local 77, Seattle Department of Transportation, and the City of Seattle, share a commitment to attracting and retaining a workforce that reflects the diversity of our community. We believe that diversity makes us stronger and furthers the City of Seattle's commitment to Workforce Equity. We will continue to partner in recruitment and workforce development initiatives, including apprenticeship, to increase the participation of historically marginalized groups in the trades."

Signed this _____ day of _____ 2017

THE CITY OF SEATTLE

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, LOCAL 77

Executed under this Authority of
Ordinance _____

Mayor

Louis R. Walter, Business Manager

SEATTLE DEPARTMENT OF TRANSPORTATION

Scott Kubly, Director

STATE OF WASHINGTON -- KING COUNTY

--SS.

357151

No.

CITY OF SEATTLE, CLERKS OFFICE

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.

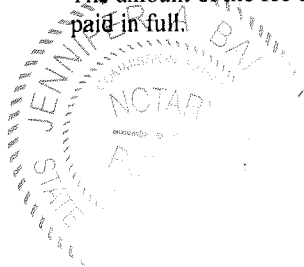
The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT:125487-125501 TITLE

was published on

01/05/18

The amount of the fee charged for the foregoing publication is the sum of \$348.74 which amount has been paid in full.



Subscribed and sworn to before me on

01/05/2018

Notary public for the State of Washington,
residing in Seattle

Affidavit of Publication

State of Washington, King County

City of Seattle

The full text of the following legislation, passed by the City Council on December 11, 2017, and published below by title only, will be mailed upon request, or can be accessed at <http://seattle.legistar.com>. For information on upcoming meetings of the Seattle City Council, please visit <http://www.seattle.gov/council/calendar>.

Ordinance 125487 Council Bill 119161

AN ORDINANCE approving correction of the Property Use and Development Agreement (PUDA) approved by Ordinance 125394 for property located at 1203 East Spruce Street; and accepting a Corrected PUDA.

Ordinance 125488 Council Bill 119164

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

Ordinance 125489 Council Bill 119160

AN ORDINANCE relating to City employment; authorizing the execution of two memoranda of understanding between The City of Seattle and International Brotherhood of Electrical Workers Local No. 77 to be effective January 23, 2017, through January 22, 2021; and ratifying and confirming certain prior acts.

Ordinance 125490 Council Bill 119081

AN ORDINANCE relating to the regulation of short-term rental businesses; adding a new Chapter 6.600, Short-Term Rentals, to the Seattle Municipal Code.

Ordinance 125491 Council Bill 119158

AN ORDINANCE relating to funding for housing and community development programs; amending the City of Seattle 2014, 2015, and 2017 Annual Action Plans to the 2014 - 2017 Consolidated Plan for Housing and Community Development to repurpose funds to Office of Economic Development (OED) neighborhood business district activities, business technical assistance, Section 108 loan repayment activities, and Housing Affordability and Livability Agenda (HALA) implementation activities, and to add disposition of real property; amending Ordinances 124496, 124756, and 125365, which adopted the 2014, 2015, and 2017 Annual Action Plans; amending Ordinance 125207, which adopted the 2017 Budget, by modifying appropriations to various departments and budget control levels in the 2017 Adopted Budget; and ratifying and confirming certain prior acts; all by a 3/4 vote of the City Council.

Ordinance 125492 Council Bill 119152

AN ORDINANCE pertaining to the fund structure of the City Treasury; reorganizing certain funds and subfunds consistent with the recommendations of the City's Financial Management and Accountability Program; creating new funds; transferring assets, liabilities, and fund balances between certain funds; making technical corrections: repealing Chapters 5.76 and 21.100 of the Seattle Municipal Code; amending Sections 3.02.120, 3.06.010, 3.06.055, 3.12.120, 3.15.007, 3.35.030, 3.35.050, 3.39.035, 4.40.020, 4.44.060, 4.50.020, 4.100.020, 5.06.030, 5.24.010, 5.24.020, 5.40.120, 5.64.030, 5.64.100, 5.78.200, 5.78.210, Chapter 5.80, Sections 11.16.312, 11.61.090, 12A.10.110, 15.04.074, 15.62.110, 15.91.016, 16.08.050, 20.32.050, 22.202.050, 22.202.060, 22.214.087, 22.220.090, 22.220.100, 22.900G.080, 22.930.120, 23.58D.006, and 23.90.018 of the Seattle Municipal Code; and amending Ordinances 104195, 112556,

114893, 115859, 116642, 117342, 117472, 117977, 118289, 118617, 119273, 119758, 120214, 120489, 120912, 120944, 121206, 121661, 121742, 122088, 122424, 122603, 122876, 123177, 123184, 123761, 124652, 124833, and 124906.

Ordinance 125493 Council Bill 119153

AN ORDINANCE amending Ordinance 125475, which adopted the 2018 Budget; modifying appropriations to various budget control levels and from various funds in the Budget; and ratifying and confirming certain prior acts.

Ordinance 125494 Council Bill 119157

AN ORDINANCE authorizing, in 2017, acceptance of funding from non-City sources; authorizing the heads of the Executive Department, Department of Parks and Recreation, Finance and Administrative Services Department, Seattle Department of Construction and Inspections, Seattle Department of Transportation, Seattle Fire Department, and Seattle Police Department to accept specified grants and private funding and to execute, deliver, and perform corresponding agreements; and ratifying and confirming certain prior acts.

Ordinance 125495 Council Bill 119156

AN ORDINANCE amending Ordinance 125207, which adopted the 2017 Budget, including the 2017-2022 Capital Improvement Program (CIP) (commonly known as the 4th quarter supplemental); changing appropriations to various departments and budget control levels, and from various funds in the Budget; adding new projects; revising project allocations for certain projects in the 2017-2022 CIP; creating non-exempt positions; modifying positions; making cash transfers between various City funds; and ratifying and confirming certain prior acts; all by a 3/4 vote of the City Council.

Ordinance 125496 Council Bill 119162

AN ORDINANCE relating to the City Light Department; accepting various easements for overhead and underground electrical rights in King County, Washington; placing said easements under the jurisdiction of the City Light Department; and ratifying and confirming certain prior acts.

Ordinance 125497 Council Bill 119163

AN ORDINANCE relating to the City Light Department; accepting statutory warranty deeds to the Citypoint Church, GKI Properties, LLC, the Martin, Nelson, Taylor, and Voegtlin-Anderson properties in Skagit County, Washington, the Crawley and Wright properties in Snohomish County, Washington, and a treasurer's deed for a Skagit County property in Skagit County, all for salmonid habitat protection purposes; declaring certain real property rights surplus and no longer required for providing public utility service or other municipal purposes; ratifying the grants of Deeds of Right to the State of Washington on the Crawley, GKI Properties, LLC, and Voegtlin-Anderson properties for salmon recovery and conservation purposes; placing said lands under the jurisdiction of the City Light Department; and ratifying and confirming certain prior acts.

Ordinance 125498 Council Bill 119049

AN ORDINANCE relating to the Department of Parks and Recreation; authorizing the Superintendent of Parks and Recreation to enter into a Concession Agreement with EarthCorps to occupy and use a portion of Building 30 at Warren G. Magnuson Park for general office purposes.

Ordinance 125499 Council Bill 119145

AN ORDINANCE relating to employment in Seattle; amending Sections 14.16.010, 14.16.015, 14.16.020, 14.16.025, 14.16.030, 14.16.040, 14.16.045, 14.16.050, 14.16.055, 14.16.120, 14.22.010, and 14.22.020 of the Seattle Municipal Code (SMC) to strengthen and clarify labor standards requirements for paid sick and paid safe time and secure scheduling; and amending the name of Chapter 14.22 of the SMC to make a technical correction.

Ordinance 125500 Council Bill 119151

AN ORDINANCE relating to the Central Puget Sound Regional Transit Authority (Sound Transit); authorizing the Director of the Seattle Department of Transportation to execute an amendment to the "Agreement between the City of Seattle and Sound Transit for Grant of Non-Exclusive Use of a Light Rail Transit Way as related to the Link Light Rail Transit Project" to reflect the approved alignment for the Link Light Rail Transit Project, including addition of the portion of the Lynnwood Link Extension located within The City of Seattle; and ratifying and confirming certain prior acts.

Ordinance 125501 Council Bill 119155

AN ORDINANCE relating to the State Route 99 Alaskan Way Viaduct and Seawall Replacement Program; authorizing the Mayor or the Mayor's designees to execute an Agreement with the State of Washington to set forth roles and responsibilities for the State's project to demolish the existing Alaskan Way Viaduct structure once the bored tunnel is opened to drivers.

Date of publication in the Seattle Daily Journal of Commerce, January 5, 2018.

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