

December 10, 2021

MEMORANDUM

To: Seattle City Council
From: Karina Bull, Analyst
Subject: Council Bill 120242: Coalition of City Unions Memorandum of Understanding

On December 13, 2021, the Seattle City Council (Council) will discuss and possibly vote on [Council Bill \(CB\) 120242](#), legislation that would authorize the execution of a Memorandum of Understanding (MOU) between the City of Seattle (City) and the Coalition of City Unions (Coalition). This memo provides a high-level summary of the bill and identifies next steps. Central Staff has not identified issues or concerns for Council’s consideration.

Summary

This legislation would approve a MOU between the City and the Coalition from January 1 through December 31, 2022. The MOU would cover approximately 6,028 regularly appointed and temporary City employees represented by the Coalition.¹ Table 1 summarizes key provisions of the MOU.

Table 1: Key provisions of the Coalition MOU

Issue	MOU
AWI of four percent	A four percent Annual Wage Increase (AWI) wage increase would be applied to existing 2021 base wage rates of covered employees. The AWI would equal a Consumer Price Index, termed CPI, increase of three percent plus one percent. The AWI would be effective the first full pay period in January 2022.
Two holidays	Juneteenth (June 19) and Indigenous Peoples’ Day (second Monday in October) would be established as paid City holidays for covered employees.
Market wage study	The City and Coalition would agree to a collaborative approach to reviewing the City’s compensation philosophy: <ul style="list-style-type: none"> • A City-wide Labor-Management Committee (LMC) would review, expand, and improve the data secured from phase one of a market wage study completed in 2021. • The LMC would seek to reach consensus on appropriate comparisons for job titles covered by the wage study by August 31, 2022. • If no consensus is reached by this date, the parties would proceed to a “Methodology Subcommittee” that would submit findings and written recommendations to the City and the Coalition.

¹ Attachment A provides a list of Coalition unions

Issue	MOU
	<ul style="list-style-type: none"> Any wage adjustments would be effective no earlier than January 1, 2019.
Taskforce on classification/compensation	A Labor-Management Taskforce would analyze the City’s process for establishing classification/compensation, minimum qualifications, and other human resources processes. The taskforce would issue a report describing issues and recommended solutions no later than one year after the initial convening of the Taskforce or January 31, 2023, whichever date comes first.
Shared sick leave pool	The City would establish a uniform sick leave transfer program across all City departments. The program would include a shared pool for sick leave donations and anonymous participation by those requesting and contributing sick leave.
(Pilot program) Supplemental leave pay for SPFML	The City would establish a pilot program allowing employees to use any accrued paid leave to supplement their Washington State Paid Family Medical Leave (SPFML) benefit payment, up to 100 percent of their weekly salary. Use of accrued paid leave to supplement SPFML would be voluntary. The pilot program would run for two years from the first quarter of 2022 through the first quarter of 2024.
Remote work	The City would continue to consider requests for remote work arrangement under the process established by Personnel Rule 9.2 . Any disputes arising from this process would not be subject to the grievance procedure and would be handled by the relevant LMC.
Bea’s Law	The City would incorporate by reference application of SMC 4.29 , Paid Family Care Leave, which includes “Bea’s Law” for bereavement leave.

Financial Impacts

The City Budget Office (CBO) estimates that the aggregate cost of wages (including other wage-related items authorized by separate legislation, and base wages identified in this legislation) would be about \$37 million in 2022.² This estimate would cover wage adjustments for about 10,500 employees,³ including represented employees in the Coalition and Coalition-like unions, and most non-represented employees.

Next Steps

If the Council votes to approve CB 120242, SDHR would execute the MOU with the Coalition. CBO expects to transmit separate legislation that appropriates funding needed to make the payments contemplated in this legislation.

Please contact Karina Bull if you have questions about the proposed legislation.

² The estimate does not include overtime costs.

³ The estimate includes regularly appointed and temporary employees in step pay programs and discretionary pay programs.

Attachment

A. City of Seattle Coalition Unions / Signatory Unions to the MOU

cc: Esther Handy, Director
Dan Eder, Deputy Director