

**Memorandum of Understanding
By and Between
The City of Seattle
and
The International Association of Machinists
and Aerospace Workers District Lodge 160, Local 289**

Regarding Implementation of the Auto Mechanic-Specialized Class Series

This Memorandum of Understanding (MOU), regarding implementation of the Auto Mechanic Specialized class series is entered into by and between the City of Seattle (City) and the International Association of Machinists and Aerospace Workers District Lodge 160, Local 289 (Union), (collectively, Parties).

A. Background

1. The Auto Mechanic-Specialized class series is intended to capture the increase in the scope of duties, complexity of the work, and increased training and certification required to be able to perform the work, and to forestall recruitment and retention issues.
2. Compensation and Classification staff of the Seattle Department of Human Resources (SDHR) surveyed multiple jurisdictions to determine a wage rate. There are no internal City comparators.

B. Agreement

1. The Union has had the opportunity to review the classification specifications and recommended wage rates for each classification of the Auto Mechanic-Specialized class series and agrees to both the classification specifications and the wage rates.
2. The Auto Mechanic-Specialized class series consisting of Auto Mechanic Specialized, Auto Mechanic Specialized Senior, and Auto Maintenance Crew Chief Specialized will be added to the bargaining unit and the Parties' collective bargaining agreement.
3. The 2018 wage rate for the Auto Mechanic-Specialized classifications, which shall be effective beginning February 21, 2018, shall be:

<u>CLASSIFICATION</u>	<u>STEP A</u> <u>00-06 mo.</u>	<u>STEP B</u> <u>07-18 mo.</u>	<u>STEP C</u> <u>19 mo. +</u>
Auto Mechanic-Specialized.....	34.21	35.54	36.97
Auto Mechanic-Specialized, Senior.....	35.92	37.36	38.85
Auto Maintenance-Specialized, Crew Chief.....	41.15	42.78	44.50

4. The July 9, 2009, Memorandum of Agreement (MOA) regarding heavy-duty premium pay (attached), and Article A.11 of the Parties collective bargaining agreement shall be interpreted to include the Auto Mechanic-Specialized and Auto Mechanic-Specialized, Senior classifications.

5. For purposes of initial implementation, within ninety (90) calendar days of the effective date of this MOU, employees currently classified as Automotive Mechanic, Automotive Mechanic Senior, or Auto Maintenance Crew Chief who currently meet the minimum qualifications of the corresponding classification in the Auto Mechanic-Specialized class series may, at the discretion of the City, be retroactively reallocated to the corresponding classification in the Auto Mechanic-Specialized class series to a date no earlier than February 21, 2018, or to the date the employee has continuously met the minimum qualifications as determined by the City. Following this initial implementation period, all such reallocations shall be prospective at the discretion of the City.
 - a. Such movement shall be governed by Personnel Rules 2.1.4.A, B, and C, and 2.1.6.C regarding reallocation including salary placement. Employees shall serve a trial service period as provided in Personnel Rule 4.1.7 including reversion.
 - b. For purposes of layoff, where employees have been reallocated on the same date, the order of layoff order shall be determined by including service credit in their previous Auto Mechanic, Auto Mechanic Senior, or Auto Maintenance Crew Chief classification as appropriate.
6. Employees are responsible for obtaining and maintaining required certifications and/or licensures. Employees must report the loss of any certification and/or licensure immediately upon becoming aware of such loss. In no case may an employee perform any work before having reported the loss of any certification or license. Failure to immediately report such loss, or performing any work prior to reporting such loss, may be grounds for disciplinary action up to and including termination.
7. Employees who fail to maintain the required certifications and/or licensures, and no longer meet the minimum requirements of their Auto Mechanic-Specialized classification as determined by the City, shall have one (1) year following the date of the loss of such certification and/or licensure to obtain the required certifications and/or licensures.
 - a. During this one-year period such employee(s) will be reduced to the corresponding classification in the Automotive Mechanic class series. The salary placement of such employee(s) shall be as provided in Personnel Rule 3.1.4.C.
 - b. Employees who obtain the required certifications and/or licensures during the one (1) year period as provided in 7.a. above, and therefore meet the minimum requirements of their previous Auto Mechanic-Specialized classification as determined by the City, may be restored to their previous classification in the Automotive Mechanic-Specialized class series. The salary placement of such employees shall be as provided in Personnel Rule 3.1.4.C.
 - c. Employees who fail to obtain the required certification and/or licensure within the one (1) year period may be offered reduction to a vacant position in the corresponding or a lower classification in the Automotive Mechanic class series if available. The salary placement of such employee(s) shall be governed by Personnel Rule 3.1.4.C. Where no such

vacancy exists, such employee may be separated from service and employment with the City as a voluntary quit.

8. As used in this MOU, corresponding classification means Auto Mechanic to Auto Mechanic-Specialized; Auto Mechanic, Senior to Auto Mechanic-Specialized, Senior; and Auto Maintenance, Crew Chief to Auto Maintenance, Crew Chief-Specialized and vice-versa.
9. This MOU is the entire agreement of the Parties. There is no written or oral representation, understanding, promise, or agreement directly or indirectly related to this MOU that is not incorporated.
10. Issues arising over the interpretation, application, or enforceability of this MOU may be resolved by mutual agreement in a Labor Management Committee meeting or may be subject to the grievance procedure set forth in the Parties' collective bargaining agreement.
11. The Parties each reserves their collective bargaining rights in any subsequent bargaining agreement negotiations with respect to this subject.
12. The provisions of this MOU become effective on the same date as the legislation authorizing this MOU.

For IAMAW District Lodge 160, Local 289

For the City of Seattle


Greg Heidal, Business Rep. 10-16-19 Date


Michael South, Labor Negotiator 10/16/19 Date

cc: Calvin W. Goings, FAS Director
Chris Wiley, FAS Fleet Operations Director
Andy Lu, FAS HR Director
Jana Sangy, SDHR LR Director
Lisa Gardner, SDHR Compensation and Classification Manager
Andrew Gann, SDHR Workforce Analytics and Reporting
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