

**SUMMARY and FISCAL NOTE\***

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*\* Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

**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 to be effective January 23, 2021 to January 22, 2023; amending Ordinance 126237, which adopted the 2021 Budget, by increasing appropriations to Seattle City Light for 2021 payments therefor; and ratifying and confirming certain prior acts; all by a 3/4 vote of the City Council.

**Summary and background of the Legislation:**

This legislation authorizes the Mayor to implement a collective bargaining agreement between the City of Seattle (“City”) and the International Brotherhood of Electrical Workers Local 77 (“Local 77”). The collective bargaining agreement is a two-year agreement on wages, benefits, hours and other working conditions for January 23, 2021 through January 22, 2023. This legislation affects approximately 565 regularly appointed City employees.

The collective bargaining agreement provides for a cost-of-living adjustment of 2.5 percent for all titles covered by the agreement, effective January 23, 2021. Also effective on January 23, 2021 is an additional one-time base wage market increase of 10 percent to job titles identified in Attachment A to the agreement, and an increase to the Cable Splicer and Electrical Constructor classifications for parity with the corresponding Lineworker classification rates of pay. Effective January 23, 2022, the base wage rates for titles covered under the agreement shall increase 100 percent of the increases in the Seattle-Tacoma-Bellevue area Consumer Price Index for the June 2021 over June 2020, with a minimum and maximum increase of 1.5 and 4 percent, respectively.

The City and Local 77 members will continue to split health care premiums with 90 percent paid by the City and 10 percent paid by union members.

The City and union also agreed to other changes to working conditions. The parties agreed to expand the funeral leave benefit to five days to bereave the death of a close relative, as defined by the agreement. The parties agreed to language detailing the process for correction of payroll errors. The parties also agreed to changes to bidding, Boundary schedules, and the hydro-maintenance worker crew structure, among other items.

## 2. SUMMARY OF FINANCIAL IMPLICATIONS

**a. Does this legislation amend the Adopted Budget?  Yes  No**

Changes to Seattle City Light's 2021 appropriations are shown in the table below. Funding in future years will be appropriated through the annual budget process.

Item	Fund	Department	Budget Control Level	Amount
1	Light Fund - 41000	Seattle City Light	SCL - BO-CL-T - Transmission and Distribution O&M	\$6,385,138
2	Light Fund - 41000	Seattle City Light	SCL - BO-CL-G - Generation Operations and Engineering O&M	\$751,193
3	Light Fund - 41000	Seattle City Light	SCL - BO-CL-E - Power System Operations and Asset Management O&M	\$375,596
Total				\$7,511,927

**b. Does the legislation have other financial impacts to the City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?**  
No.

**c. 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 in February of 2020. There may be other risks associated with not implementing the legislation.

## 3. OTHER IMPLICATIONS

**a. Does this legislation affect any departments besides the originating department?**

Yes, there are costs and operational impacts to Seattle City Light.

**b. Is a public hearing required for this legislation?**

No.

**c. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**

No.

**d. Does this legislation affect a piece of property?**

No.

**e. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged**

**communities? What is the Language Access plan for any communications to the public?**

N/A

**f. Climate Change Implications**

**1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?**

No.

**2. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle's resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.**

N/A

**g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s).**

N/A.

**List attachments/exhibits below:**

None.