

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
Seattle Department of Human Resources	Jana Sangy/684-7912 Jeff Clark/684-7871	Jennifer Alsawadi/684-5292

** 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 execution of a collective bargaining agreement between The City of Seattle and the United Association of Journeymen and Apprentices of the Plumbing & Pipe Fitting Industry Local 32; and ratifying and confirming certain prior acts.

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 United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 32 (“Local 32”). The collective bargaining agreement is a three-year agreement on wages, benefits, hours, and other working conditions for the time period of January 1, 2019 through December 31, 2021. This legislation affects approximately 150 regularly appointed City employees.

The collective bargaining agreement provides for wage adjustments of 4 percent in 2019 and 3.6 percent in 2020. In 2021, wages will increase by 1 percent plus 100 percent of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bellevue Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W). Shift differential will increase from \$0.75 to \$1.00/hour for swing shift and \$1.00 to \$1.50/hour for graveyard shift effective December 25, 2019. Overtime meal compensation will increase from \$10 to \$20 for the term of the agreement.

The City and union agreed to continue health care cost sharing as follows: the City will pay up to 7 percent of the annual health care cost increases and then additional costs will be covered by the Rate Stabilization Fund. Once that Fund is exhausted, the City will pay 85 percent and employees will pay 15 percent of any additional costs.

The collective bargaining agreement provides for other working conditions. The employee will pay the employee premium for the Washington State Paid Family Medical Leave Program effective December 25, 2019. Employee parking rates will increase from \$7 per day to \$10 per day for the Commute Trip Reduction Program benefit. Additionally, bereavement leave will increase from one or two days (depending on the distance travelled by employees) to five days for close relatives, among other items.

2. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? ___ Yes ___X___ No

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?

Labor Relations developed the estimate below to approximate the costs of ratifying the Local 32 agreement along with other employee groups who receive the same increases. Costs for the collective bargaining agreement – which include City contributions to retirement, social security and Medicare – were included in the cost of the 2019-2020 biennial budget. Separate, future legislation will be forwarded by the City Budget Office later in 2019 to authorize appropriation of funds to departments.

The aggregate costs of wages for the Local 32 contract (and for similarly classified non-represented employees, which have historically received the same wage increases) is estimated to grow from \$977 million in 2018 to \$1,106 million in 2021.

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 December 27, 2017.

3. OTHER IMPLICATIONS

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

Yes; there are financial and operational impacts to Seattle Public Utilities, Seattle Department of Transportation, and Parks & Recreation.

b. Is a public hearing required for this legislation?

No.

c. Does this legislation require landlords or sellers of real property to provide information regarding the property to a buyer or tenant?

No.

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

No.

e. Does this legislation affect a piece of property?

No.

f. 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?

No.

- 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).**

Not applicable.

List attachments/exhibits below:

Summary Attachment 1 – Bill Draft Version of Local 32 Agreement