

MEMORANDUM OF AGREEMENT

By and Between

THE CITY OF SEATTLE

And

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION No. 77

INFORMATION TECHNOLOGY PROFESSIONALS UNIT

This Memorandum of Agreement, regarding the recognition and accretion of the Telecom System Installers, is made and entered into by and between the City of Seattle (City) and IBEW Local 77, (Union), (collectively, Parties).

**Background:**

The Union requested voluntary recognition of the Telecom System Installers after presenting a 100% showing of interest among regularly appointed employees. On May 23, 2018, the City sent a letter to the Union voluntarily recognizing the Telecom System Installers and accreting the positions into the Information Technology Professional Unit agreement. The accretion did not modify wages or impacted working conditions at the time of the accretion.

**Agreement:**

The Parties agree to amend and modify the ITP collective bargaining agreements as follows:

- Add the Telecom System Installers Classifications that reside in Seattle IT to Article 2 Bargaining Unit Recognition.
- Add the below table to Schedule A – WAGE RATES

A 1.1 Wage rates for Years 1 and 2 for classifications covered under this Agreement shall be as follows:

		STEP	1	2	3	4	5
Telecom Syst Installer	Effective December 26, 2018		\$32.47	\$33.69	\$35.01	\$36.34	\$37.73
Telecom Syst Installer	Effective December 25, 2019		\$33.64	\$33.64	\$33.64	\$33.64	\$33.64

A 1.2 Effective January 6, 2021, employees base wages will be increased by 1.0% plus 100% 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) for the period June 2018 through June 2019 to the period June 2019 through June 2020, minimum 1.5%, maximum 4%.

A 1.3 Effective January 5, 2022, employees base wages will be increased by 100% 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) for the period June 2019 through June 2020 to the period June 2020 through June 2021, minimum 1.5%, maximum 4%.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2019.

IBEW LOCAL UNION NO. 77

CITY OF SEATTLE  
Executed Under Authority of

Ordinance No.: \_\_\_\_\_

\_\_\_\_\_  
Steven Kovac, Business Representative

\_\_\_\_\_  
Jenny Durkan, Mayor City of Seattle

\_\_\_\_\_  
Jana Sangy, Labor Relation Director City of Seattle

\_\_\_\_\_  
Jeff Clark, Labor Negotiator City of Seattle