

June 29, 2022

MEMORANDUM

To: Seattle City Council
From: Karina Bull, Analyst
Subject: CB 120357: Power Marketers MOU

On July 5, 2022, the Seattle City Council (Council) will discuss and possibly vote on [Council Bill \(CB\) 120357](#), that would authorize a Memorandum of Understanding (MOU) between the City of Seattle (City) and the International Brotherhood of Electrical Workers Local 77 (Local 77) regarding the Power Marketers unit. This memo provides a high-level summary of the legislation, including financial impacts, and identifies next steps.

Summary

This legislation would approve an MOU between the City and Local 77 that would cover approximately 15 employees at Seattle City Light. The MOU would extend a collective bargaining agreement that expired on December 31, 2020, and establish a new contract period from January 1, 2021, through December 31, 2022. The MOU would also include several changes to the terms and conditions of the collective bargaining agreement. Table 1 summarizes key changes.

Table 1. Key changes to the collective bargaining agreement

Issue	MOU
Annual Wage Increases (AWIs)	Employees would receive two AWIs: <ul style="list-style-type: none"> • 2.5 percent AWI would apply to base wage rates effective January 1, 2021; and • Four percent AWI would apply to base wage rates effective January 1, 2022.
Bereavement leave	Employees would receive five days of bereavement leave for the death of a close relative.
Joint Labor Management Committee (JLMC)	Under the structure for Labor Management Committees in Article 5 of the collective bargaining agreement , JLMC subcommittees would be convened to discuss the following issues ¹ : <ul style="list-style-type: none"> • Internal pay equity of the Power Marketers-BU; • Progression of Power Marketers through the Power Marketers-BU Pay Band; • Audit and alignment of work history included for the purposes of calculating relevant Power Marketing experience; and • Timelines for the completion of Power Marketer-BU Performance Evaluations and the associated impacts of any delays in the completion of such evaluations.

¹ The JLMC would endeavor to complete discussions before negotiations for the next bargaining agreement. The discussions would not address individual employee compensation and wages.

Financial Impacts

The Executive estimates that the aggregate wage costs to implement this MOU would be about \$127,000 above the baseline contract. The Executive states that there are sufficient funds held in reserve to cover these costs.

Next Steps

If CB 120357 is approved by the Council, the Executive would have authority to execute the MOU with Local 77. The Executive would transmit separate budget legislation to appropriate the funding needed to cover the costs of implementing this legislation.

Please contact me if you have questions about this proposed legislation.

cc: Esther Handy, Director
Aly Pennucci, Deputy Director
Yolanda Ho, Lead Analyst