

September 15, 2023

MEMORANDUM

To: Seattle City Council
From: Karina Bull, Analyst
Subject: CB 120655: Local 32 CBA

On September 19, 2023, the Council will discuss and possibly vote on [Council Bill \(CB\) 120655](#), that would authorize the Mayor to implement a collective bargaining agreement (CBA) 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). This memo provides a high-level summary of the CBA, including financial impacts, and identifies next steps.

Summary

This bill would approve a CBA between the City and Local 32 for approximately 170 employees in five departments: Department of Finance and Administrative Services (FAS), Seattle Center (CEN), Seattle City Light (SCL), Seattle Parks and Recreation (SPR), and Seattle Public Utilities (SPU). The CBA would cover the three-year period of January 1, 2022, through December 31, 2024. Table 1 summarizes the key terms of the agreement.

Table 1: Key terms of the agreement

Issue	CBA
Annual wage adjustment	All covered employees <ul style="list-style-type: none"> • 2022 – 4% adjustment • 2023 – 4% adjustment (2.5% wage adjustment and 1.5% market rate adjustment) • 2024 – TBD (minimum 1% and maximum 2.5% CPI-W adjustment and 1.5% market rate adjustment)
Additional wage equity and market rate adjustment	Employees in Water Pipe Worker Series and Water Treatment Operator Series <ul style="list-style-type: none"> • 3.5% adjustment
Shift differential increase	Employees in SPU Water Operations and Water Quality units, effective 2023 <ul style="list-style-type: none"> • Increase from \$1.00 to \$1.25 per hour for swing shift • Increase from \$1.50 to \$1.75 per hour for graveyard shift
Training certification increase	Employees with Hazwoper certification performing relevant work <ul style="list-style-type: none"> • Additional \$5.00 per hour (minimum four-hour call) • City will pay for initial training and required continued education to maintain the certification
Overtime meal payments	Increase from \$20.00 to \$25.00
Mileage allowance	Reimbursement for use of personal automobile for City business at per mile rate recognized by the United States Revenue Code <ul style="list-style-type: none"> • 2022 – \$0.585 per mile • 2023 – \$0.655 per mile
Clothing allowance	Purchase of required footwear and other appropriate work clothing <ul style="list-style-type: none"> • Increase from maximum annual reimbursement of \$130.00 to allowance of \$300.00 paid on first paycheck of each contract year
Holidays	Juneteenth and Indigenous People’s Day

Financial Impacts

The Executive states that the increased labor costs of these terms would not require departments to increase their 2023 appropriations. In 2023, SPU would have the largest financial impact, estimated at \$1,350,000; the Water Fund and the Drainage and Wastewater Fund could absorb this cost without any additional appropriation. Appropriations for ongoing costs of \$1,850,000 for SPU would be included in the 2024 Proposed Budget. Ongoing costs for other departments would be absorbed by department budgets in 2024. Table 2 summarizes the financial impacts on SPU and other departments.

Table 2: Summary of financial impacts on departments

2022-2024 AWI	2023 One-Time	2024 Ongoing
SPU	\$1,350,000	\$1,850,000
Other Departments		
FAS	\$70,999	\$108,284
CEN	\$26,593	\$40,558
SCL	\$15,196	\$23,176
SPR	\$183,209	\$279,420
Total other departments	\$295,996	\$451,438

Next Steps

If CB 120655 is approved by the Council, the Mayor would have authority to implement the CBA with Local 32. The Executive would include additional appropriations in the 2024 Proposed Budget to provide the funding needed to cover the costs of implementation in 2024 for SPU.

Please contact me if you have questions about this bill.

cc: Esther Handy, Director
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