

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
Seattle Department of Human Resources	Shaun Van Eyk/206-256-6804 Rich Groff/206-256-5241	Kailani DeVille/206-615-0703

** 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 memorandum of understanding between the City of Seattle and the International Brotherhood of Electrical Workers Local Union No. 77 to be effective January 1, 2021 to December 31, 2022; and ratifying and confirming certain prior acts.

Summary and Background of the Legislation:

This legislation authorizes the Mayor to implement a memorandum of understanding (“MOU”) between The City of Seattle (“City”) and the International Brotherhood of Electrical Workers Local Union No. 77 (“Local 77”) regarding the Power Marketers unit, collectively referred to as “the Parties.” The memorandum of understanding is an extension agreement to that which expired on December 31, 2020. This legislation affects approximately 15 regularly appointed City employees employed at City Light. The Mayor is authorized to execute this agreement only after union membership has ratified it.

The MOU is an agreement on wages, benefits, hours, and other working conditions from January 1, 2021 to December 31, 2022. The extension agreement includes the following new items:

- A 2.5 percent wage increase to all titles covered by the agreement, effective January 1, 2021.
- A wage increase equal to one hundred percent (100%) of the percentage increase in the Seattle-Tacoma-Bellevue area Consumer Price Index for the June over June method with a minimum increase of 1.5 percent and a maximum increase of 4 percent (the adjustment was 4 percent).
- Continued cost sharing for healthcare premiums as identified in the previous agreement: the City shall pay up to one hundred seven percent (107%) of the average City cost of premiums over the prior calendar year; costs above 107% shall be covered by the Rate Stabilization Reserve dollars and once the reserves are exhausted, the City shall pay 85 percent and the employees shall pay 15 percent of the excess costs in healthcare, respectively.
- Five days of bereavement leave for the death of a close relative.

Existing provisions from the expired collective bargaining agreement shall carry forward through the duration of this extension agreement.

2. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? Yes 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?

The aggregate costs of wages for the MOU are estimated to grow from \$2.2 million in 2020 to \$2.3 million in 2022. Funds were held in reserve for the 2022 budget and will be proposed for appropriation in upcoming legislation.

Are there financial costs or other impacts of *not* implementing the legislation?

Legislation is required to implement bargained changes to union members' wages and other working conditions. There may be other implications of not authorizing the legislation.

3. OTHER IMPLICATIONS

- a. **Does this legislation affect any departments besides the originating department?**
Yes, the agreement being legislated covers employees at 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?**
N/A
 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

Summary Attachments: None.