

CITY OF SEATTLE

ORDINANCE 127333

COUNCIL BILL 121097

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 No. 77, Construction Maintenance Equipment Operator (CMEO) Unit for the period effective from January 1, 2025, through December 31, 2025; and ratifying and confirming certain prior acts.

WHEREAS, a collective bargaining agreement between The City of Seattle (“City”) and the International Brotherhood of Electrical Workers Local No. 77, Construction Maintenance Equipment Operator (“CMEO”) Unit expired on December 31, 2024; and

WHEREAS, employees represented by the International Brotherhood of Electrical Workers Local No. 77 CMEO Unit continued to work after expiration of their agreement during collective bargaining, on condition that the subject of their wages continue to be negotiated; and

WHEREAS, collective bargaining has led to a tentative agreement concerning wages, benefits, and other conditions of employment between the City and the International Brotherhood of Electrical Workers Local No. 77 CMEO Unit; and

WHEREAS, separate, future legislation, as required, will be forwarded by the City Budget Office to provide department budget appropriation authority to cover compensation items authorized in the attached Memorandum of Understanding; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

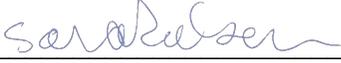
Section 1. As requested by the Seattle Human Resources Director and recommended by the Mayor, the Mayor is authorized on behalf of The City of Seattle to execute a Memorandum of Understanding with the International Brotherhood of Electrical Workers Local No. 77,

1 Construction Maintenance Operator (CMEO) Unit effective January 1, 2025, through December
2 31, 2025, substantially in the form attached to this ordinance as Attachment 1 and identified as
3 “Memorandum of Understanding By and Between The City of Seattle and International
4 Brotherhood of Electrical Workers, Local No. 77 – Construction Maintenance Operator (CMEO)
5 Unit RE: Collective Bargaining Agreement Extension Effective January 1, 2025 through
6 December 31, 2025.”

7 Section 2. Any act consistent with the authority of this ordinance taken prior to its
8 effective date is ratified and confirmed.

1 Section 3. This ordinance shall take effect as provided by Seattle Municipal Code
2 Sections 1.04.020 and 1.04.070.

3 Passed by the City Council the 12th day of November, 2025,
4 and signed by me in open session in authentication of its passage this 12th day of
5 November, 2025.

6 
7 President _____ of the City Council

8 Approved / returned unsigned / vetoed this 14th day of November, 2025.

9 
10 Bruce A. Harrell, Mayor

11 Filed by me this 14th day of November, 2025.

12 
13 Scheereen Dedman, City Clerk

14 (Seal)

15 Attachments:
16 Attachment 1 – Memorandum of Understanding By and Between The City of Seattle and
17 International Brotherhood of Electrical Workers, Local No. 77 – Construction Maintenance
18 Operator (CMEO) Unit RE: Collective Bargaining Agreement Extension Effective January 1,
19 2025 through December 31, 2025

MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN

THE CITY OF SEATTLE

AND

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS,
LOCAL NO. 77 - CONSTRUCTION MAINTENANCE OPERATOR (CMEO) UNIT**

**RE: Collective Bargaining Agreement Extension
Effective January 1, 2025 through December 31, 2025**

This MOU is entered into by and between the City of Seattle (“City”) and the International Brotherhood of Electrical Workers, Local No. 77, Construction Maintenance Operator (CMEO) Unit, (“Union”), (collectively, the “Parties”) and sets forth the terms of a one (1) year extension of the Parties’ previous collective bargaining agreement that expired on December 31, 2024 (“1/1/23-12/31/24 L77 CMEO CBA”). The Parties agree to the terms and conditions outlined below:

Annual Wage Increase:

- A four percent (4%) Annual Wage Increase (AWI) for calendar year 2025, effective January 1, 2025, shall be applied to the 2024 base wage rates for all classifications covered under the 1/1/23-12/31/24 L77 CMEO CBA.

Other Terms and Conditions:

- The Union agrees to recommend this MOU to its membership.
- The Parties agree that the term of this MOU is January 1, 2025 through December 31, 2025.
- The Parties further agree that all other terms and conditions of the 1/1/23-12/31/24 L77 CMEO CBA shall remain in full force and effect during the one (1) year term of this MOU.

This constitutes the entire agreement between the Parties regarding the subject matter herein and all Parties acknowledge that there are no side agreements, written, oral, or otherwise. No modification to this agreement is valid unless in writing and signed by the Parties.

Signed this _____ day of _____, 2025.

IBEW LOCAL 77

CITY OF SEATTLE

By _____
Rex Habner
Business Manager/ Financial Secretary

By _____
Bruce Harrell, Mayor

By _____
Steve Kovac
Business Representative

By _____
Chase Munroe
Interim Labor Relations Director

By _____
Jana Weaver
Labor Negotiator