

**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