

**SUMMARY and FISCAL NOTE\***

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*\* 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**

**a. Legislation Title:**

AN ORDINANCE relating to City employment; authorizing the execution of two memoranda of understanding between The City of Seattle and International Brotherhood of Electrical Workers Local No. 77 to be effective January 23, 2017, through January 22, 2021; and ratifying and confirming certain prior acts.

**b. Summary and background of the Legislation:**

This legislation authorizes the Mayor to implement two memoranda of understanding, which are agreements between the City of Seattle (“City”) and the International Association of Brotherhood of Electrical Workers Local No. 77 (“Local 77”). One agreement covers the City Light department unit (approximately 564 regular city employees) and one agreement covers the Seattle Department of Transportation (“SDOT”) unit (approximately 27 regular city employees). These are four-year agreements on wages, benefits, hours and other working conditions for the time period January 23, 2017 through January 22, 2021.

The SDOT agreement provides for a wage adjustment of 2 percent for 2017, and a wage adjustment of 3 percent for 2018. In 2019 and 2020, wages shall be adjusted by 100 percent of the increase of the Seattle CPI-W (Consumer Price Index) for the June over June increase, with a “floor” of 1.5 percent and a “ceiling” of 4 percent.

The City Light agreement establishes a journey rate of \$43.65 per hour and provides an increase of 2 percent of wages in 2017, 3 percent in 2018, and wages shall be adjusted by 100 percent of the increase of the Seattle CPI-W (Consumer Price Index) for the June over June increase, with a “floor” of 1.5 percent and a “ceiling” of 4 percent in 2019 and 2020. In 2017, the Power Line Clearance Tree Trimmer rate will increase from 100 percent of journeyworker rate to 103 percent, and the Powerline Clearance Tree Trimmer Journeyworker in Charge will increase from 106 percent to 109 percent of the journeyworker rate. In 2018, Material Supplier titles will receive an additional one-time base rate adjustment of 3 percent to their wages.

The City and Local 77 members will continue to split health care premiums with 90 percent paid by the City and 10 percent paid by union members.

The City and union also agreed that the City will provide up to ten days (80 hours) of paid leave for employees who took unpaid furloughs in 2010, to provide benefits of the SCERS II Retirement System for employees hired on or after January 1, 2017, to reopeners on impacts associated with the Affordable Care Act and changes to mandatory subjects related to Gender/Race Workforce Equity efforts, and to amend the collective bargaining agreement to include workforce diversity language. The agreements will be implemented pending union ratification.

## 2. SUMMARY OF FINANCIAL IMPLICATIONS

- a. Does this legislation amend the Adopted Budget?      \_\_\_ Yes  X  No

Cost impacts to City Light and the Seattle Department of Transportation (“SDOT”) were already appropriated in their 2017 Adopted and 2018 Endorsed Budgets. Funding in 2019 and beyond will be appropriated through the annual budget process.

- b. 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?

No.

- c. Is there financial cost or other impacts of *not* implementing the legislation?

If the contract is not legislated, employees will continue to receive the same wages that became effective on January 27, 2016. There may be other risks associated with not implementing the legislation.

## 3. OTHER IMPLICATIONS

- a. Does this legislation affect any departments besides the originating department?

Yes, there are costs and operational impacts to City Light and SDOT.

- b. Is a public hearing required for this legislation?

No.

- c. Does this legislation require landlords or sellers of real property to provide information regarding the property to a buyer or tenant?

No.

- d. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?

No.

- e. Does this legislation affect a piece of property?

No.

- f. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities?

These agreements include reopeners on mandatory subjects related to Gender/Race Workforce Equity efforts, and amendments to collective bargaining agreements to include workforce diversity language.

- 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

- h. Other Issues:** None

**List attachments/exhibits below:**

None.