

April 8, 2022

MEMORANDUM

To: Seattle City Council
From: Karina Bull, Analyst
Subject: CB 120298: Signal Electricians Local 77 MOU

On April 19, 2021, the Seattle City Council (Council) will discuss and possibly vote on Council Bill (CB) 120298, legislation that would authorize a Memorandum of Understanding (MOU) between the City of Seattle (City) and the International Brotherhood of Electrical Workers Local 77 Signal Electricians (Local 77). This memo provides a high-level summary of the legislation, including financial impacts, and identifies next steps.

Summary

This legislation would approve a MOU between the City and Local 77 that would cover approximately 25 employees at the Seattle Department of Transportation. The MOU would extend a collective bargaining agreement that expired on January 22, 2021, and establish a new contract period from January 23, 2021, through January 22, 2023. The MOU would also include several changes to the terms and conditions of the collective bargaining agreement. Table 1 summarizes key changes.

Table 1. Key changes to the collective bargaining agreement

Issue	MOU
Annual Wage Increases (AWIs)	Employees would receive two AWIs: <ul style="list-style-type: none"> • 2.5 percent AWI would apply to base wage rates effective January 23, 2021; and • Four percent AWI would apply to base wage rates effective January 23, 2022.
Two holidays	Juneteenth (June 19) and Indigenous Peoples’ Day (second Monday in October) would be established as paid City holidays for covered employees.
Bereavement leave	Employees would receive five days of bereavement leave for the death of a close relative.
Wage evaluation	The City and Local 77 would collaborate on a comparative evaluation of Signal Electrician wages. The information gathered in the evaluation would be a subject for negotiation in the next round of contract negotiations.
Training	The City would provide training and testing opportunities for all members of the bargaining unit to obtain certification with the International Municipal Signal Association.
Crew structures, compensatory time, and overtime	The City and Local 77 would address issues related to crew structures, compensatory time, and overtime in Joint Labor Management Committees.
Healthcare premiums	The City and members of the bargaining unit would continue to split health care premiums, with 90 percent paid by the City and 10 percent paid by union members.

Financial Impacts

The Executive estimates that the aggregate wage costs to implement this MOU would be about \$300,000 above the baseline contract. The Executive states that there are sufficient funds held in reserve to cover these costs.

Next Steps

If the Council votes to approve CB 120298, the Executive would have authority to execute the MOU with Local 77. The Executive would transmit separate budget legislation to appropriate the funding needed to cover the costs of implementing this legislation.

Please contact me if you have questions about this proposed legislation.

cc: Aly Pennucci, Deputy Director
Yolanda Ho, Lead Analyst