

**Memorandum of Understanding  
By and Between**

**City of Seattle  
and the  
Department of Transportation  
and  
International Brotherhood of Electrical Workers  
Local 77**

**Effective January 23, 2017 through January 22, 2021**

This MEMORANDUM OF UNDERSTANDING is supplemental to the AGREEMENT by and between the City of Seattle, hereinafter referred to as the City, and the International Brotherhood of Electrical Workers Local 77, hereinafter referred to as the Union. Collectively they shall be known as the Parties.

It is understood and agreed by and between the City and the Union that all the terms and conditions of the Collective Bargaining Agreement, currently in effect from January 23, 2013 through January 22, 2017 shall be rolled over to provide for a new contract period from January 23, 2017 through January 22, 2021 except for the following changes:

**1. WAGES:**

- a) Effective January 23, 2017, the base wage rates for titles covered under this Collective Bargaining Agreement shall receive a cost of living adjustment (COLA) equal to two percent (2%).
- b) Effective January 23, 2017, the base wage rates for titles covered under this Collective Bargaining Agreement shall receive a one-time wage rate alignment equal to three percent (3%).
- c) Effective January 23, 2018, the base wage rates for titles covered under this Collective Bargaining Agreement shall receive a cost of living adjustment (COLA) equal to three percent (3%).
- d) Effective January 23, 2019, the base wage rates for titles covered under this Collective Bargaining Agreement shall receive a cost of living adjustment (COLA) equal to one hundred percent (100%) of the percentage increase in the Seattle-Tacoma-Bremerton area Consumer Price Index for the June over June method consistent with “Article 23 Rates of Pay” in the current agreement. However, this percentage increase shall not be less than one-and-a-half percent (1.5%) nor shall it exceed four percent (4%).
- e) Effective January 23, 2020, the base wage rates for titles covered under this Collective Bargaining Agreement shall receive a cost of living adjustment (COLA) equal to one hundred percent (100%) of the percentage increase in the Seattle-Tacoma-Bremerton area Consumer Price Index for the June over June method consistent with “Article 23 Rates of Pay” in the

current agreement. However, this percentage increase shall not be less than one-and-a-half percent (1.5%) nor shall it exceed four percent (4%).

**2. RETIREMENT:**

Effective January 1, 2017, consistent with Ordinance 78444, as amended, the City shall implement a new defined benefit retirement plan (SCERS II) for new employees hired on or after January 1, 2017.

**3. HEALTHCARE BENEFITS:**

The Parties agree that for the period of January 23, 2017 through January 22, 2021, the healthcare benefits shall remain status quo as identified in Article 7 of the current Collective Bargaining Agreement.

**4. PAID LEAVE for 2010 FURLOUGHS:**

Employees who furloughed in 2010 shall be granted the equivalent number of hours furloughed to be used as paid leave. The employee shall receive half the allotted hours in 2017, and half in 2018. In no case shall employees receive more than eighty (80) hours of leave. Employees shall use such leave in full-day increments to the extent possible. The hours provided in 2017 must be used within twelve (12) months of the date of the legislation of this Agreement. The hours provided in 2018 must be used within twelve (12) months of the date in 2018 that the leave is added to the employee's leave balances. There will be no carry over of hours from one twelve (12) month period to the next. Employees must be in regular or benefit eligible temporary status in order to receive this benefit. In the case that the employee did not take furlough days in 2010 because they had planned to retire, and then elected not to retire and subsequently "paid" for those furlough days, they will be compensated with the same leave.

**5. MEMORANDUMS of AGREEMENT:**

The terms of all amending memoranda of understanding, memoranda of agreement, and letters of agreement identified in the current Collective Bargaining Agreement which would have expired as of January 22, 2017, and any subsequent memoranda or letters signed between the parties since the last round of bargaining that may not be identified in the agreement, shall also be extended for the period January 23, 2017 through January 22, 2021.

**6. REOPENERS:**

- a) The Parties agree to a reopener on impacts associated with the Affordable Care Act (ACA).
- b) For the duration of this agreement, the Union agrees that the City may open negotiations associated with any changes to mandatory subjects related to the Gender/Race Workforce Equity efforts.

**7. WORKFORCE DIVERSITY:**

The Parties agree that the “Purpose of this Agreement” of the current Collective Bargaining Agreement shall be amended to add the following language:

“IBEW Local 77, Seattle Department of Transportation, and the City of Seattle, share a commitment to attracting and retaining a workforce that reflects the diversity of our community. We believe that diversity makes us stronger and furthers the City of Seattle’s commitment to Workforce Equity. We will continue to partner in recruitment and workforce development initiatives, including apprenticeship, to increase the participation of historically marginalized groups in the trades.”

Signed this \_\_\_\_\_ day of \_\_\_\_\_ 2017

THE CITY OF SEATTLE

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, LOCAL 77

Executed under this Authority of  
Ordinance \_\_\_\_\_

\_\_\_\_\_  
Mayor

\_\_\_\_\_  
Louis R. Walter, Business Manager

SEATTLE DEPARTMENT OF TRANSPORTATION

\_\_\_\_\_  
Scott Kubly, Director