

SUMMARY and FISCAL NOTE

Department:	Dept. Contact:	CBO Contact:
SDHR	Dr. Kimberly Loving	Candice Foote

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to City employment; authorizing execution of a collective bargaining agreement between The City of Seattle and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 32; and ratifying and confirming certain prior acts.

Summary and Background of the Legislation:

This legislation authorizes the Mayor to implement a collective bargaining agreement between the City of Seattle (“City”) and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry (“Local 32”). The collective bargaining agreement is a three-year agreement on wages, benefits, hours, and other working conditions for the period of January 1, 2025, through December 31, 2027. This legislation affects approximately 150 regularly appointed City employees.

The previous collective bargaining agreement expired on December 31, 2024.

The collective bargaining agreement provides for an 11.0 percent wage adjustment for the Plumber Series in 2025, a 6.0 percent wage adjustment for the Operations Response Center Series (benchmarked to Operations, Response Center Operator) in 2025, a 4.0 percent wage adjustment for the Water Pipe Worker Series (benchmarked to Water Pipe Worker) in 2025, and a 6.0 percent wage adjustment for the Utility Service Inspector Series (benchmarked to Utility Service Inspector) in 2025. Additionally, the agreement provides for a 4.0 percent annual wage increase in 2025, a 3.6 percent annual wage increase in 2026, and an annual wage increase in 2027 equal to 100 percent of the annual growth rate of the Seattle-Tacoma-Bellevue area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) from June 2025 through June 2026, with a minimum increase of 1.5 percent and a maximum increase of 3.0 percent. The footwear allowance, previously \$300, will be set at \$350 for 2025 and \$375 for 2026 and 2027. Water Pipe Worker Series employees who hold an active Water Distribution Manager level II (WDM II) certification shall receive a \$1.00-per-hour premium increase to their base salary.

The collective bargaining agreement sets forth other working conditions. Effective 60 days after ratification, employees with 4 to 7 years of service will receive 16 annual vacation days. The number of annual vacation days will increase for years 8-13 (20 days), 14-18 (23 days), 19 (24 days), 20 (25 days), 21 (26 days), 22 (27 days), 23 (28 days), 24 (29 days), and 25+ (30 days). Employees will also be allowed up to 40 hours of bereavement leave (in full-day increments or one-hour increments) in the event of the death of any relative, defined as any person related to the employee by blood, marriage, adoption, fostering, guardianship, in loco parentis, or domestic partnership.

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project? Yes X No

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation have financial impacts to the City? X Yes No

Labor Relations developed the following estimates to approximate the costs of ratifying the agreement:

2025-2027					
	2024 (Baseline)	2025 (Year 1)	2026 (Year 2)	2027 (Year 3)	3 Year Total
Wages ¹					
2024 - Baseline	\$18,132,728				
2025 - Wage Adjustments selected titles		\$665,571			
2025 - 4.0% Annual Wage Increase (AWI)		\$19,890,671			
2026 - 3.6% AWI			\$20,868,874		
2027 - 1.5% min - 3.0% max AWI				\$21,775,429	
3 year subtotal					\$62,534,974
Boot/Footwear Allowance (incr beg 2025) ²	\$45,900	\$7,650	\$11,475	\$11,475	\$30,600
Enhanced vacation leave ³	\$0	\$234,750	\$246,488	\$253,882	\$735,121
Enhanced bereavement leave ⁴	\$0	\$35,769	\$37,557	\$38,684	\$112,010
WDM II Certification Premium (incr beginning 2025) ⁵	\$0	\$208,027	\$208,027	\$208,027	\$624,082
Total	\$18,178,628	\$20,168,840	\$21,164,394	\$22,079,470	\$63,412,705
Cost over baseline		\$1,990,212	\$2,985,766	\$3,900,842	\$8,876,820
Cost over baseline as percentage		10.95%	16.42%	21.46%	48.83%

NOTES: (assumptions do not include any vacancies)

¹ Baseline wages are based on demographics as of 9/30/2024 and prorated to 12/31/24 (153 members). Wage adjustment equals 11% for Plumbers series, 4% for ORC Series, Water Pipe Workers Series and Utility Service Inspectors. Also assumes tax and retirement rates stay consistent for each year of the contract.

² Boot/Footwear allowance estimates increase only from current \$300/EE to \$350 in 2025, \$375 in 2026 and with same employee count as of 9/30/2024.

³ Updated vacation accrual is difficult to accurately cost. Estimate uses average years of service for this bargaining unit (~13 yrs) and the increased accrual rate for this level of years of service (additional 32 hours per year per employee) to calculate, including AWIs/taxes/retirement costs factored in each year.

⁴ Expanded bereavement leave definition is difficult to accurately cost. Estimate is double the actual 2023 bereavement leave hours paid (most recent data available, 746 hours) and uses the yearly average hourly rate with AWIs/taxes/retirement costs factored in each year.

⁵ Union has proposed a \$1.00/hr. premium for WDM II Certification for the Water Pipe Worker Series. Estimate assumes all 81 employees as of 2024 in these titles (excluding helpers and apprentices) hold the certification, includes taxes and retirement, and does NOT include OT, so this estimate is LOW.

Separate, future legislation, as required, will be forwarded by the City Budget Office to authorize additional appropriations for City departments. Ultimately, the costs of this agreement will be borne mostly by SPU ratepayers, both commercial and residential.

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?

Separate, future legislation, as required, will be forwarded by the City Budget Office to authorize additional appropriations for City departments.

If the legislation has costs, but they can be absorbed within existing operations, please describe how those costs can be absorbed. The description should clearly describe if the absorbed costs are achievable because the department had excess resources within their existing budget or if by absorbing these costs the department is deprioritizing other work that would have used these resources.

Separate, future legislation, as required, will be forwarded by the City Budget Office to authorize additional appropriations for City departments.

Please describe any financial costs or other impacts of *not* implementing the legislation.

Legislation is required to implement bargained-for wages and changes to union members' working conditions. There may be other implications and legal risks if this legislation is not authorized.

Please describe how this legislation may affect any City departments other than the originating department.

There are financial and operational impacts to Seattle Public Utilities, Finance and Administrative Services, Seattle Center, Parks and Recreation, and Seattle City Light, where Local 32 members are employed.

4. OTHER IMPLICATIONS

- a. Is a public hearing required for this legislation?**
No.
- b. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**
No.
- c. Does this legislation affect a piece of property?**
No.
- d. Please describe any perceived implications for the principles of the Race and Social Justice Initiative.**
 - i. How does this legislation impact vulnerable or historically disadvantaged communities? How did you arrive at this conclusion? In your response please consider impacts within City government (employees, internal programs) as well as in the broader community.**

This collective bargaining agreement includes enhancements to pay and working conditions for union members, some of whom are BIPOC and women.

ii. Please attach any Racial Equity Toolkits or other racial equity analyses in the development and/or assessment of the legislation.

iii. What is the Language Access Plan for any communications to the public?
N/A

e. Climate Change Implications

1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?

No/not applicable.

2. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle's resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.

No/not applicable.

f. 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)?

Not applicable.

g. Does this legislation create a non-utility CIP project that involves a shared financial commitment with a non-City partner agency or organization?

No.

Summary Attachments:

Summary Attachment 1 – Bill Draft Agreement By and Between City of Seattle and Local 32