

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

Legislation Title:

AN ORDINANCE relating to City employment; authorizing the execution of a memorandum of understanding between the City of Seattle and the International Brotherhood of Electrical Workers Local 77 Signal Electricians to be effective January 23, 2021 to January 22, 2023; and ratifying and confirming certain prior acts.

Summary and Background of the Legislation:

This legislation authorizes the Mayor to implement a memorandum of understanding (“MOU”) between The City of Seattle (“City”) and the International Brotherhood of Electrical Workers Local 77 Signal Electricians (“Local 77”), collectively referred to as “the Parties.” The memorandum of understanding extends the collective bargaining agreement that expired on January 22, 2021, with some new provisions. This legislation affects approximately 25 regularly appointed City employees employed at Seattle Department of Transportation (“SDOT”).

The MOU is an agreement on wages, benefits, hours, and other working conditions from January 23, 2021 to January 22, 2023. It provides for base wage adjustments of 2.5 percent effective January 23, 2021. On January 23, 2022, base wages will be adjusted 4 percent, which is 100 percent of the percentage increase in the Seattle-Tacoma-Bellevue area Consumer Price Index for the June over June method consistent with “Article 23 Rates of Pay” in the current agreement (with a minimum of 1.5 percent and a maximum of 4 percent).

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.

Additionally, the parties agreed to other working conditions:

- 1) Five days of bereavement leave for the death of a close relative.
- 2) Addition of Juneteenth and Indigenous Peoples’ Day as paid City holidays for employees.
- 3) Evaluation of Signal Electrician wages, for which the information garnered shall be the subject of the next round of negotiations.
- 4) Provision of training and testing opportunities for the International Municipal Signal Association.
- 5) The parties agreed to address the topic of crew structure, compensatory time and overtime in the Labor management Committee.
- 6) Reopener on impacts associated with the Affordable Care Act.

2. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? ___ Yes X No

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?

The aggregate costs of wages for the MOU are estimated to grow from \$4.1 million in 2020 to \$4.5 million in 2022. Funds were held in reserve for the 2021 and 2022 budgets and will be proposed for appropriation in upcoming legislation.

Are there financial costs or other impacts of *not* implementing the legislation?

Legislation is required to implement bargained changes to union members' wages and other working conditions. There may be other implications of not authorizing the legislation.

3. OTHER IMPLICATIONS

- a. Does this legislation affect any departments besides the originating department?
- b. Yes, the agreement being legislated covers employees in the Seattle Department of Transportation.
- c. Is a public hearing required for this legislation? 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? What is the Language Access plan for any communications to the public?
N/A
- g. **Climate Change Implications**
 1. **Emissions:** Is this legislation likely to increase or decrease carbon emissions in a material way?
N/A
 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.
N/A

h. 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

Summary Attachments: None.