

May 21, 2020

MEMORANDUM

To: Seattle City Council
From: Karina Bull, Analyst
Subject: Seattle Department of Human Resources Legislation – Summaries of Two Bills

On May 26, 2020, the City Council will discuss and possibly vote on two bills proposed by the Seattle Department of Human Resources (SDHR). This memo provides a brief summary of each bill.

1. [Council Bill \(CB\) 119794](#) – Seattle Parking Enforcement Officers’ Guild (SPEOG) Collective Bargaining Agreement (CBA) Ordinance
2. [CB 119795](#) – COVID Memorandum of Understanding (MOU) and Non-Represented Employees Ordinance

1. CB 119794 – SPEOG CBA Ordinance

This legislation would authorize the execution of a CBA between the City of Seattle (City) and SPEOG. The CBA would cover a three-year period from January 1, 2019 through December 31, 2021 and would affect approximately 105 regularly appointed City employees in the Seattle Police Department. The following table summarizes key provisions of the CBA:

Table 1: Key provisions of the SPEOG CBA

Issue	CBA
Annual wage increase	2019 – 4.0 percent
	2020 – 3.6 percent
	2021 – 1 percent plus 100 percent of the annual average growth of the bi-monthly Seattle-Tacoma-Bellevue Area Consumer Price Index for Urban Wage Earners and Clerical Workers, with a 4 percent maximum and 1.5 percent minimum increase
Shift differentials	Increase to \$1.00/hour for swing shift Increase to \$1.50/hour for graveyard shift
Overtime meal compensation	Increase to \$20
Healthcare cost	City would pay up to 7 percent of the annual health care cost increases and then additional costs will be covered by the Rate Stabilization Fund. Once that Fund is exhausted, the City would pay 85 percent and employees would pay 15 percent of any additional costs.
Bereavement leave	Bereavement leave would be increased from one or two days (depending on the distance travelled by employees) to five days for close relatives regardless of the distance travelled.
Washington State Paid Family and Medical Leave (PFML)	Employees would pay the employee premium for the Washington State PFML Program commencing not less than 30 days after ratification of the agreement by both parties.

Financial Impacts

The Executive estimates the aggregate costs of wages for employees covered by the SPEOG CBA, employees represented by Coalition of City unions (Coalition) CBAs, and non-represented employees, who historically receive the same increases, would grow from \$977 million in 2018 to \$1,106 billion in 2021.

2. CB 119795 – COVID MOU and Non-Represented Employees Ordinance

Following the Mayor’s Proclamation of Civil Emergency on March 3, 2020 in response to the COVID-19 public health emergency, this legislation would authorize the execution of an MOU between the City and the Coalition regarding flexibility and other supports for the City workforce during the public health crisis. Prior to transmitting CB 119795, Labor Relations Director, Jana Sangy, and Central Staff Director, Kirstan Arestad, consulted with all Councilmembers who are members of the Labor Relations Policy Committee.

The MOU would apply only to employees represented by the Coalition (Attachment A includes a list of the unions who are part of the Coalition). The City will use the same approach for non-represented employees. The MOU would not apply to City staff represented by other (non-Coalition) unions; it would not apply to employees represented by SPEOG, the Seattle Police Officers Guild, the Seattle Police Management Association, the International Association of Fire Fighters Local 27, the Seattle Fire Chiefs Association, International Association of Fire Fighters Local 2898, and library employees.

The MOU would be effective from March 3, 2020 through September 1, 2020, or until the Mayor’s proclamation of civil emergency ends, whichever date is earlier. The following table summarizes key provisions of the MOU:

Table 2: Key provisions of the COVID MOU

Issue	CBA
Telecommuting and alternative work schedules	To minimize risk of exposure during the civil emergency, managers would be encouraged to authorize telecommuting to the greatest extent possible, as well as approving alternative/compressed work weeks that helps limit social interactions.
Families First Coronavirus Response Act (HR6201)	Employees would be able to supplement paid leave provided under the Families First Coronavirus Response Act (FFCRA) with their own vacation and sick leave to avoid loss of pay.
Vacation accrual cap	Employees in job classifications defined as “essential” under department Continuity of Operations Plans would accrue over the vacation accrual cap for three months after the Mayor’s proclamation of civil emergency ends and normal operations restart.
Maintenance of medical benefits	The City would maintain medical benefits for employees on unpaid leave for up to three months.
Extension of separation date for intermittent employees	The City would extend the employment separation date for intermittent employees.

Issue	CBA
Collective bargaining	The City would endeavor to provide notice, but would not be required to provide notice of any changes for permissive subjects of bargaining prior to implementation of any emergency policy, procedure, work rule or other related matter arising from the City's response to the COVID-19 pandemic.
Waiver of general contractual notice requirements	The City would not be required to provide advance notice for specified matters, including changes in alternative work arrangements including teleworking, compressed workweeks and alternative work schedules, short and long-term schedule changes, Changes to crew assignments, and rotation of crews, and other matters.
Timeline/Process	Timeline requirements for the City and unions would be suspended, including timelines for non-disciplinary and disciplinary grievances, contract interpretation grievances, reclassification grievances, grievances based on or arising from investigatory procedures and/or timeline requirements, and other matters.
General Work Assignments	The City would reserve the right to reassign employees. The City would not reassign employees to work that requires licensure or certification where the employee does not have the required license or certification.
Contracting Out	The City would make every effort to use all available represented employees to perform required work but would reserve the right to employ contractors at its sole discretion.
Other Terms and Conditions	Other terms and conditions would apply regarding the establishment of precedents and past practices, reopeners, the prevailing nature of the MOU for conflicts between the MOU and CBAs, etc.

Financial Impacts

The Executive estimates that any additional costs incurred due to this legislation would be “de minimus” and would be paid for by existing appropriations. Any extended medical insurance benefits to employees on unpaid leave would be funded through the health care reserve fund, which is jointly managed by the City and unions.

Please contact me if you have questions about either of these bills.

Attachment:

- A. City of Seattle Bargaining Units

cc: Kirstan Arestad, Executive Director
 Dan Eder, Deputy Director

Attachment A: City of Seattle Bargaining Units

Coalition ¹	Bargaining Units	Employees
Single Bargaining Units		
	Seattle Police Officers Guild (SPOG)	1,296
	Seattle Police Management Association (SPMA)	81
♦	Seattle Police Dispatchers' Guild (SPDG)	118
	Fire Fighters, International Association of Fire Fighters (IAFF), Local 27	966
	Seattle Fire Chiefs' Association, IAFF, Local 2898	33
♦	International Association of Machinists & Aerospace Workers (IAMAW), District Lodge 160, Local 289	76
	IAMAW, District Lodge 160, Local 79	31
♦	Pacific Northwest Regional (PNR) Council of Carpenters	55
♦	Teamsters, Local 117 –Guest Services ²	12
	Seattle Parking Enforcement Officers' Guild	96
♦	Public Service Industrial Employees (PSIE), Local 1239 - Recreation ³	122
♦	Teamsters, Local 763 - Municipal Court	93
♦	Professional Technical Employees (PROTEC), Local 17 – Probation Counselors	33
♦	Teamsters, Local 763 - Municipal Court Supervisors	10
♦	Teamsters, Local 117 - Evidence Warehouse & Community Service Officers	10
♦	Seattle Municipal Court Marshals' Guild	15
	International Brotherhood of Electrical Workers (IBEW), Local 77 - City Light	572
	IBEW, Local 77 - Transportation	28
	IBEW, Local 77 - City Light - Material Controllers	11
	IBEW, Local 77 - CME0	51
♦	Washington State Council of County & City Employees (WSCCCE), Local 21Z - Crew Chiefs & Supervisors	35
	IBEW, Local 77 - Power Marketers	14
	IBEW, Local 77 - IT Professionals	386
WSCCCE, Local 21PA		
	WSCCCE, Local 21PA - Asst. Prosecuting Attorneys	25
	WSCCCE, Local 21PA - Asst. Prosecuting Seniors Attorneys	5
PROTEC, Local 17 (Master CBA)		
♦	App B - PROTEC, Local 17 - Technical	679
♦	App C - PROTEC, Local 17 - Senior Business	41
♦	App D - PROTEC, Local 17 - Senior Professional	467
♦	App A - PROTEC, Local 17 - Professional	784
♦	App E - PROTEC, Local 17 - Administrative Support	711
United Association of Plumbers & Pipe Fitters, Local 32		
♦	App A - Plumbers & Pipe Fitters, Local 32	143
♦	App B - Plumbers & Crew Chiefs, Local 32	16

Coalition ¹	Bargaining Units	Employees
Joint Crafts Council (JCC)		
♦	App A - Hotel & Restaurant Employees, Unite HERE Local 8	9
♦	App B - Inlandboatmen's Union of the Pacific	2
♦	App C - Theatrical Stage Employees, Local 15	13
♦	App D - IBEW, Local 46	96
♦	App E - Teamsters, Local 763 - Inspectors	32
♦	App F - Teamsters, Local 117	153
♦	App G - Painters District Council #5	42
♦	App H - Sheet Metal Workers, Local 66	2
♦	App I - PSIE, Local 1239 - Security Officers	20
♦	App J - PSIE, Local 1239 - Laborers	918
♦	App K - Boilermakers Union, Local 104	19
♦	App L - Operating Engineers, Local 302	18
WSCCCE, Local 21C		
♦	App B - WSCCCE, Local 21C - CL Managers	48
♦	App A - WSCCCE, Local 21C - CL Strategic Advisors	87
♦	App C - WSCCCE, Local 21C - CL Supervisors	32
WSCCCE, Local 21		
♦	App A - WSCCCE, Local 21 - Truck Drivers	130
♦	App B - WSCCCE, Local 21 - Janitorial	28
SEATTLE PUBLIC LIBRARY (SPL) - WSCCCE, Local 2083 BUs		
♦	WSCCCE, Local 2083C - General	523
♦	WSCCCE, Local 2083C2 - Security Officers	15
Total Regular Represented Employees		9,202
Total Citywide Regular Employees		11,568
Total Regular Employees in the Coalition of Unions		5,637

¹ Coalition bargaining units are noted with a “♦” symbol.

² Teamsters, Local 117 Guest Services (Bargaining Unit CD: 018) has 162 active temporary employees.

³ PSIE, Local 1239 Recreation (Bargaining Unit CD: 027) has 240 active temporary employees.