

Tentative Agreement (Pending Ratification Vote)

MEMORANDUM OF UNDERSTANDING

By and between

THE CITY OF SEATTLE

and the

COALITION OF CITY UNIONS

For the time period of January 1, 2014 through December 31, 2014

- 1) Effective January 1, 2014, the wages of all job titles represented by the Coalition of City Unions signatory to this Memorandum of Understanding (MOU) shall be increased by 100% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the period August 2011 through June 2012 to the period August 2012 through June 2013, provided however, that said percentage increase shall not be less than zero.
- 2) All other terms and conditions of Sections 1 – 5 of the Parties' MOU that expired on December 31, 2013 shall continue through December 31, 2014, except as specified herein.
- 3) Nothing in this MOU shall preclude the Parties from bargaining wage adjustments to specific job titles with an effective date subject to negotiations, except that in no event shall such date be earlier than January 1, 2014.
- 4) Nothing in this MOU shall preclude the Parties from bargaining over changes to the City's Retirement system, provided, however, that in no event shall the implementation of changes to the City's Retirement system begin prior to January 1, 2015.
- 5) The City has the right to implement a "minimum wage" in calendar year 2014. The appropriate representatives from the City, or their designees, who are responsible for the consideration and implementation of a "minimum wage" for City employees will meet with two representatives of the Coalition of City Unions to discuss this issue. These discussions are informational only and are not to be considered negotiations.
- 6) Nothing in this MOU shall preclude the Parties from bargaining over wage adjustments to specific job titles associated with the implementation of a "minimum wage", provided, however, that in no event shall the implementation of changes resulting from these negotiations begin prior to January 1, 2015.
- 7) The parties to this agreement will continue to bargain successor agreement(s).
- 8) This MOU shall become effective upon signature.