

Local 17 PTE  
City of Tacoma Counter Proposal 7-1-2013

Effective January 1, 2013 wages for all classifications in the Professional and Technical Employees, Local 17 collective bargaining unit, except those noted below, shall increase by 5.0%. This flat rate adjustment shall be in lieu of the market increase for 2013. The following shall also apply effective January 1, 2013:

1. All employees covered by this Collective Bargaining Agreement shall receive a \$1000 lump sum payment.
2. The classification of Sewer Transmission System Maintenance Supervisor (CSC 50300) shall not receive an increase as it has been repurposed. Employees in the Sewer Transmission Maintenance Coordinator classification who are currently timecard upgrading to step 3 of CSC50300 will be placed at step 4 at the time of promotion and be eligible for step increase consideration six months following promotion.
3. The parties agree to meet and discuss the Radiation Safety Officer matter separately.
4. The following classifications will have title changes:
  - a. Lab Technician (CSC 3104) shall be Lab Assistant
  - a. Environmental Lab Analyst (CSC 31050) shall be Lab Scientist II
  - b. Environmental Lab Analyst, Senior (CSC 31060) shall be Lab Scientist III
5. The new classification of Lab Scientist I shall be created and the top step shall be set equally between the top step of the Lab Assistant and Lab Scientist II.
6. Effective 3/7/2013 wages for the Collection Systems Worker classification shall increase by 5.0%. The following additional lump sums will be applied as a non-precedent setting settlement:
  - a. Ramiro Sanchez and Michael Roper = \$365.00 each
  - b. David Waller = \$550.00
  - c. Effective 3/7/2013 any applicable longevity will be applied.
  - d. The Union agrees to drop the grievance on this matter.

Union: \_\_\_\_\_ Date: \_\_\_\_\_

City: \_\_\_\_\_ Date: \_\_\_\_\_

*City of Tacoma Class Comp on reverse side*

## City of Tacoma Class and Comp

After 9 long months of negotiations, the bargaining team (Tim Peters, Roberta Burnett, Ron Baldwin, Vida Piera and Jason Harrell) has received a class comp settlement, which is both fair and equitable.

While the City and Local 17 have spent months disagreeing on the class comp process and data, we could agree that going to mediation prior to filing for arbitration was our next best step.

Here is the City's proposal following our mediation:

\*ALL CLASSIFICATIONS will receive a 5% flat rate wage increase AND a \$1,000.00 lump sum payment. The wage increase will be retroactive and effective from January 1, 2013.

There are 2 exceptions to this settlement: the Sewer Transmission Maintenance Coordinators will be reclassified to Sewer Transmission Maintenance Supervisors and while they will not receive the 5% wage increase, they will receive the lump sum; also, the Collections Systems Workers recently accreted into the bargaining unit and they have a non-precedent settlement.

**The bargaining team RECOMMENDS A YES vote on this settlement offer.**

You should know that while arbitration may still be an option, the only impact an arbitrator can have is to send the parties back to the negotiating table and collaborate on the market survey process. The arbitrator does not have authority to determine wage increases or make a judgment on whether this is a fair settlement. If we proceed to arbitration, the current settlement comes off the table and the Union risks reaching an agreement that is less favorable than this one. Arbitration would also further delay an agreement and there are no guarantees any increases would be retroactive. Arbitration is not recommended given the fair and equitable settlement before us.

A copy of the proposal and ballots are enclosed. On Wednesday, July 10 at the Chapter meeting we will be discussing the pros and cons of this settlement. The ballots are due in the Seattle office on July 18, 2013 by 5:00 p.m.

*City of Tacoma Counter Proposal of 7-1-13 on reverse side*