

October 21, 2011

Memorandum

TO: PTE Local 17's City of Tacoma Bargaining Unit
FROM: Roberta Burnett, Union Representative
RE: Voting on Tentative Agreement

PTE Local 17 has reached Tentative Agreement with the City of Tacoma for a four (4) year Contract.

The Contract vote will be conducted by mail-in ballot, which is enclosed with this notice.

All ballots **must be received** in Local 17's office no later than **5:00 p.m. Monday, November 7, 2011.**

Check Local 17's City of Tacoma webpage for detailed information about Contract changes beyond the enclosed summary.

<http://www.ptel17.org/units/city/tacoma/index.php>

For those eligible to be included in a VEBA vote, we will conduct that vote separately at a future date.

Special thanks to your bargaining team that worked very hard: Tim Peters, Gary Gates, Vida Piera, Ron Baldwin, Peter Rambow and Karl Berner.

RB:dc
opeiu8

Enclosures

COMPENSATORY TIME - payout process for 2011

**Employees with less than 120 hours
compensatory time**

**Employees with more than 120 hours
compensatory time**

2011

At the end of the year, balances up to and including 120 hours of compensatory time will be paid out to the employee at the 2011 base rate of pay.

At the end of the year, balances up to and including 120 hours of compensatory time will be paid out to the employee at the 2011 base rate of pay. Any hours in excess of 120 hours will remain in the employee's comp time bucket for use or payout in 2012.

2012

All compensatory time will be paid out at the end of the year at the 2012 base rate of pay.

All compensatory time will be paid out at the end of the year at the 2012 base rate of pay.

Deferred Compensation

Employees may select to invest money from the comp time payout into their deferred compensation plan by completing the ICMA Contribution Change form (located on the HR GNET) indicating a one-time payment and the amount. Forms must be turned in at least two weeks prior to payout. Contact Diane Peterson in HR at 591-5440 with any questions on deferred compensation.



City of Tacoma 2011-2014 Contract Summary

A message from the bargaining team:

Your bargaining team recommends, “to accept” the contract offer. We came to that conclusion after much discussion and debate. We made important progress in areas that have been the subject of negotiations for years. It isn’t where we hoped to be in other areas. Ultimately, we had to ask ourselves if there was anything we could have been walking away from on the table, and that answer is no. We got what there was to get- and pushed the envelope. So, with that in mind, we recommend, “to accept” the contract offer. A copy of the full legislative contract with changes can be found at: <http://www.pte17.org/units/city/tacoma/index.php>

1. **Housekeeping:** Remove International Federation and AFL-CIO to reflect Local 17’s disaffiliation and changed name to reflect current name: Professional and Technical Employees, Local 17.
2. **Section 5 - Grievance Procedure:** Add Step 4, which submits the grievance to the Human Resource Director, as is the current practice. The former Step 4 becomes Step 5 which is arbitration or mediation.
3. **Section 8.2 - Union Representative:** Increase the number of stewards from 15 to 20.
4. **Section 8.5 – Negotiations:** Remove specific location for where the six representatives come from, gives discretion back to the bargaining unit, allows for flexibility with reorganizations too.
5. **Section 9.6 - Boot Allowance:** This language provides a \$300 annual allowance for safety related footwear and removes reference to clothing. Adds new positions and removes obsolete positions. Gives manager flexibility to provide footwear. Clarifies process for someone hired after July 1.
6. **Section 9.6 – Parking Enforcement:** Move Parking Enforcement clothing language to this section.
7. **Section 10.2, 10.3 and 11.1 - PTO/Vacation:** The City tried to once again remove the option and put all new hires in PTO, we maintained our position and so the policy still allows employees the option of choosing between PTO and the traditional sick/vacation plan. Changed PTO request from April 1 to February 1 to allow members to plan ahead more.
8. **Article 10.5 - Compensatory Time:** Compensatory time not used by the end of the year will be paid out. See payout process for 2011 (see back of enclosed memo for details of payout).
9. **Section 11.6 - Set up:** Changes from “Temporary Upgrades” to “Setups” and clarifies the process for compensation at the higher classification if an employee is temporarily reassigned to the higher classification.



City of Tacoma 2011-2014 Contract Summary

10. **Section 11.9 – Shift Incentive Pay:** Adds shift differential for those at Public Works who are formally assigned swing or graveyard shifts.
11. **Section 12.1 – Forensic Services:** Cleans up the language to reflect current practices for filling vacancies.
12. **Article 13** – Add Animal Control Language to mirror previous language, capture lost cleaning allowance.
13. **Section 14 - Discipline:** Clean up the language throughout the section and lower the number of days for arbitrating grievances for suspensions to two days from three days. This was a major victory, hard fought, hard won, and still not over.
14. **Certification Pay:** Again, hard fought, the employer contends the certifications were addressed with the class and comp. We were successful in obtaining two certs; one for performing weld and coating inside the pipe and one for ICC building code certification. The ICC certification ends with the 2013 class and comp implementation.
15. **Article 19 - Term of Agreement:** January 1, 2011 to December 31, 2014.
16. **Parking LOU:** Ends December 31, 2011
17. **Appendix A and B- Wages:**
 - Effective January 1, 2011 – 0%
 - Effective January 1, 2012 – 0%
 - Effective January 1, 2013, wage rates will be increased by an amount to be determined by a market survey with an expected completion date of October 1, 2012. The market survey process will be established collaboratively by both parties and may include review of market comparables used in 2010. The review will include certifications and internal compression issues. Wage rates for those employees identified in the survey as being above the market will be frozen until such time as the effective rate exceeds the frozen amount.
 - Effective January 1, 2014, wages will be adjusted by an amount equal to 100% of the June 2013 CPI-W index for Seattle-Tacoma-Bremerton, with a minimum of 2% and a maximum of 4%.

VOTING INSTRUCTIONS

1. Mark ballot to indicate your choice(s). Any marks on ballot other than votes could invalidate the ballot.
2. Place ballot in envelope marked "Ballot". Do NOT write on "Ballot" envelope.
3. Place the "Ballot" envelope into the envelope addressed to Local 17 (outer envelope). Print your full name on the outer envelope and write **CITY OF TACOMA** in the "Employer" section. **If you fail to print your name, your ballot will not be counted.** This will be used for validation of your eligibility to vote. The confidentiality of your ballot will be protected by the "Ballot" envelope. **THIS IS A SECRET BALLOT ELECTION.**
4. Place the pre-paid envelope addressed to Local 17 in the mail.
5. **Ballots must be received at the Local 17 office no later than 5:00 p.m., Monday, Nov. 7, 2011.**



**PTE LOCAL 17
City of Tacoma
COLLECTIVE BARGAINING AGREEMENT**

For a four-year agreement, Jan. 1, 2011 to Dec. 31, 2014

- YES** (I ACCEPT the agreement)
- NO** (I REJECT the agreement)