



Motion No. M2020-39

Labor Agreement with International Brotherhood of Electrical Workers Local 46

Meeting:	Date:	Type of action:	Staff contact:
Rider Experience and Operations Committee	07/02/2020	Recommend to Board	Julie Honeywell, Chief Human Resources Officer
Board	07/23/2020	Final action	Ian Coleman, Senior Human Resources Business Partner

Proposed action

Authorizes the chief executive officer to execute a three and a half year labor agreement with the International Brotherhood of Electrical Workers Local 46 covering Senior Facilities Specialists, Facilities Specialists, and Electricians in the Operations Department beginning July 1, 2020 and expiring on December 31, 2023.

Key features summary

- This agreement will cover fourteen Senior Facilities Specialists, Facilities Specialists, and any new Senior Facilities Specialists and/or Facilities Specialists positions created in the next three and a half years.
- This agreement will also cover the newly created Electrician position and any new Electrician positions created in the next three and a half years.
- This agreement contains changes to the previous labor agreement executed in 2017 including:
 - Removal and modification of language regarding union membership to comply with the 2018 U.S. Supreme case *Janus v. AFSCME*,
 - Updates to the just cause discipline and discharge provisions to lessen the contract administrative burden and improve operational efficiency.
 - A lengthened term extended through the end of the 2023 calendar year to better align contract administration with other human resource programs.
- The agreement also establishes new salary rates for the agreement term with an average 3.5 percent increase per year, and continues to include a provision stating union members will participate in the same benefit and cost containment measures implemented during the contract as all other Sound Transit employees. The agreement also slightly increased the annual lump sum payment to \$3500 offset by a decrease in the one-time wage adjustment from 98 percent to 95 percent of the market reference point. Lastly, this agreement includes a modest \$50 increase for separate clothing and footwear allowances. The respective increases are spread out over the three and a half-year term.
- On June 5, 2020, the tentative labor agreement was accepted and ratified by the union members. As part of the agreement, Sound Transit agreed to make the contract provisions retroactive to July 1, 2020.

Background

The International Brotherhood of Electrical Workers (IBEW) Local 46 represents Senior Facilities Specialists and Facilities Specialists who provide mechanical, electrical, and general maintenance services at Sound Transit facilities and stations. They also provide oversight for larger projects performed by contractors working on Sound Transit properties. The Facilities Specialists and Senior Facilities Specialists unionized in 2013 and were recognized by IBEW Local 46. Sound Transit and IBEW Local 46 have agreed upon prior contracts that memorialized wages, hours and working conditions through Motion No. M2014-66 and Motion No. M2017-105.

Sound Transit and the IBEW Local 46 have negotiated this agreement over the past few months. The previous agreement expired on June 30, 2020. This agreement was negotiated in good faith according to generally accepted labor relations principles and includes updates that clarify and standardize language and provisions which enhance operational efficiency. The wage increase was bargained based on sound financial management and is consistent with the agency's goal to attract and retain qualified employees.

Fiscal information

Funding for 2020 for this labor agreement is included in the Salaries and Fringe Benefits categories within the Operations department's annual operating budget. The Salaries and Fringe Benefits category budget for the Operations department is \$18,331,137 and \$12,585,224 respectively. Within these amounts, the Facilities Specialists' Salaries and Fringe Benefits are \$812,304 and \$562,498 respectively.

After approval of this action, the remaining annual budget amount will be used to fund other department expenditures anticipated in the 2020 annual budget. Funding the additional three years will be included in future annual budget requests.

Disadvantaged and small business participation

Not applicable to this action.

Public involvement

Not applicable to this action.

Time constraints

A one month delay in approval of this agreement would delay compensation increases included in the agreement for covered employees and would jeopardize the commitment to good faith bargaining with IBEW Local 46.

Prior Board/Committee actions

Motion No. M2017-105: Authorized the chief executive officer to execute a three-year labor agreement with the International Brotherhood of Electrical Workers Local 46 covering Senior Facilities Specialist and Facilities Specialist employees in the Operations Department.

Motion No. M2014-66: Authorized the chief executive officer to execute a three-year labor agreement with the International Brotherhood of Electrical Workers Local 46 covering Senior Facilities Specialists and Facilities Specialists in the Operations Department.

Environmental review – KH 6/25/20

Legal review – RM 6/25/20



Motion No. M2020-39

A motion of the Board of the Central Puget Sound Regional Transit Authority authorizing the chief executive officer to execute a three and a half year labor agreement with the International Brotherhood of Electrical Workers Local 46 covering Senior Facilities Specialists, Facilities Specialists, and Electricians in the Operations Department beginning July 1, 2020 and expiring on December 31, 2023.

Background

The International Brotherhood of Electrical Workers (IBEW) Local 46 represents Senior Facilities Specialists and Facilities Specialists who provide mechanical, electrical, and general maintenance services at Sound Transit facilities and stations. They also provide oversight for larger projects performed by contractors working on Sound Transit properties. The Facilities Specialists and Senior Facilities Specialists unionized in 2013 and were recognized by IBEW Local 46. Sound Transit and IBEW Local 46 have agreed upon prior contracts that memorialized wages, hours and working conditions through Motion No. M2014-66 and Motion No. M2017-105.

This agreement will cover fourteen Senior Facilities Specialists, Facilities Specialists, and any new Senior Facilities Specialists and/or Facilities Specialists positions created in the next three and a half years.

This agreement will also cover the newly created Electrician position and any new Electrician positions created in the next three and a half years.

This agreement contains changes to the previous labor agreement executed in 2017 including:

- Removal and modification of language regarding union membership to comply with the 2018 U.S. Supreme case Janus v. AFSCME,
- Updates to the just cause discipline and discharge provisions to lessen the contract administrative burden and improve operational efficiency.
- A lengthened term extended through the end of the 2023 calendar year to better align contract administration with other human resource programs.

The agreement also establishes new salary rates for the agreement term with an average 3.5 percent increase per year, and continues to include a provision stating union members will participate in the same benefit and cost containment measures implemented during the contract as all other Sound Transit employees. The agreement also slightly increased the annual lump sum payment to \$3500 offset by a decrease in the one-time wage adjustment from 98 percent to 95 percent of the market reference point. Lastly, this agreement includes a modest \$50 increase for separate clothing and footwear allowances. The respective increases are spread out over the three and a half-year term.

Sound Transit and the IBEW Local 46 have negotiated this agreement over the past few months. The previous agreement expired on June 30, 2020. This agreement was negotiated in good faith according to generally accepted labor relations principles and includes updates that clarify and standardize language and provisions which enhance operational efficiency. The wage increase was bargained based on sound financial management and is consistent with the agency's goal to attract and retain qualified employees.

On June 5, 2020, the tentative labor agreement was accepted and ratified by the union members. As part of the agreement, Sound Transit agreed to make the contract provisions retroactive to July 1, 2020.

Motion

It is hereby moved by the Board of the Central Puget Sound Regional Transit Authority that the chief executive officer is authorized to execute a three and a half year labor agreement with the International Brotherhood of Electrical Workers Local 46 covering Senior Facilities Specialists, Facilities Specialists, and Electricians in the Operations Department beginning July 1, 2020 and expiring on December 31, 2023.

APPROVED by the Board of the Central Puget Sound Regional Transit Authority at a regular meeting thereof held on July 23, 2020.



Kent Keel
Board Chair

Attest:



Kathryn Flores
Board Administrator