

MOTION NO. M2014-66

Labor Agreement for Senior Facilities Specialist and Facilities Specialist Employees

MEETING:	DATE:	TYPE OF ACTION:	STAFF CONTACT:
Board	09/25/2014	Final Action	Mike Harbour, Deputy Chief Executive Officer Valentina Zackrone, Chief Human Resources Officer

PROPOSED ACTION

Authorizes 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.

KEY FEATURES SUMMARY

- Senior Facilities Specialists and Facilities Specialists provide services covering mechanical, electrical, and general maintenance at Sound Transit facilities and stations. They also provide oversight for projects performed by contractors working on Sound Transit properties.
- This labor agreement will cover 11 Senior/Facilities Specialists positions and any new Senior Facilities Specialists and Facilities Specialists positions created in the next three years.
- The new labor agreement includes language regarding seniority, grievance procedures, progressive discipline, and other similar provisions.
- The agreement establishes salary rates for the three-year period and provisions that union members will participate in the same benefit and cost containment measures as other Sound Transit employees.
- Employees covered by this agreement will receive a 3% salary increase on each July 1st of the contract period and a retention award of \$2,750 on their annual employment anniversary date.
- On July 29, 2014, the tentative labor agreement was presented to union members and it was accepted. As part of the agreement, Sound Transit agreed to make the contract provisions retroactive to July 1, 2014.

BACKGROUND

In late 2013, the International Brotherhood of Electrical Workers (IBEW) Local 46 filed a petition for recognition with the State Public Employee Relations Commission to represent 11 Senior Facilities Specialists and Facilities Specialists in Sound Transit's Operations Department. Sound Transit and IBEW Local 46 have negotiated the agreement over the course of the past several months after a majority vote by the employees to join the union.

On July 29, 2014, the tentative labor agreement was presented to union members and was accepted. As part of the agreement, the contract provisions will be retroactive to July 1, 2014.

FISCAL INFORMATION

Senior Facilities Specialists and Facilities Specialists wages and benefits are covered in the Operations departmental budget.

The 2014 salary and benefit budget includes six Facilities Specialists and five Senior Facilities Specialists and totals \$940,503. The spending through July 31 was \$486,541 or 51% of the year to date budget. The estimated impacts of this action are contained within the existing 2014 budget.

The 2015 proposed budget for wages and benefits for the Senior Facilities Specialists and Facilities Specialist is \$1,090,708 and includes two new proposed positions for a total position count of 13 employees covered by this labor agreement. The 2015 proposed budget assumes a 3% wage increase and a \$2,750 lump sum retention award as set forth in the labor agreement. There are no other step increases or cost of living adjustments over the life of the contract. The cost impacts associated with the labor agreement are contained in the financial plan.

SMALL BUSINESS/DBE PARTICIPATION AND APPRENTICESHIP UTILIZATION

Not applicable to this action.

PUBLIC INVOLVEMENT

Not applicable to this action.

TIME CONSTRAINTS

A significant delay would delay the receipt of additional compensation by the employees covered by the agreement which might jeopardize the commitment to good faith bargaining with IBEW Local 46.

PREVIOUS ACTIONS

Not applicable to this action.

ENVIRONMENTAL REVIEW

JI 8/20/2014

LEGAL REVIEW

RM 9/10/14

MOTION NO. M2014-66

A motion of the Board of the Central Puget Sound Regional Transit Authority authorizing 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.

BACKGROUND:

In late 2013, the International Brotherhood of Electrical Workers (IBEW) Local 46 filed a petition for recognition with the State Public Employee Relations Commission to represent 11 Senior Facilities Specialists and Facilities Specialists in Sound Transit's Operations Department. Sound Transit and IBEW Local 46 have negotiated the agreement over the course of the past several months after a majority vote by the employees to join the union.

On July 29, 2014, the tentative labor agreement was presented to union members and was accepted. As part of the agreement, the contract provisions will be retroactive to July 1, 2014.

Senior Facilities Specialists and Facilities Specialists provide services covering mechanical, electrical, and general maintenance at Sound Transit facilities and stations. They also provide oversight for projects performed by contractors working on Sound Transit properties. This labor agreement will cover 11 Senior/Facilities Specialists positions and any new Senior Facilities Specialists and Facilities Specialists positions created in the next three years.

The new labor agreement includes language regarding seniority, grievance procedures, progressive discipline, and other similar provisions. The agreement establishes salary rates for the three-year period and provisions that union members will participate in the same benefit and cost containment measures as other Sound Transit employees. Employees covered by this agreement will receive a 3% salary increase on each July 1st of the contract period and a retention award of \$2,750 on their annual employment anniversary date.

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-year labor agreement with the International Brotherhood of Electrical Workers Local 46 covering Senior Facilities Specialists and Facilities Specialists in the Operations Department.

APPROVED by the Board of the Central Puget Sound Regional Transit Authority at a regular meeting thereof held on September 25, 2014.


Dow Constantine
Board Chair

ATTEST:



Marcia Walker
Board Administrator