



Motion No. M2023-105

Labor Agreement with International Brotherhood of Electrical Workers Local 46

Meeting:	Date:	Type of action:	Staff contact:
Rider Experience and Operations Committee	12/07/2023	Recommend to Board	Moises Gutierrez, Chief System Quality Officer
Board	12/15/2023	Final action	Chris Elwell, Acting Executive Director, Labor Relations

Proposed action

Authorizes the chief executive officer to execute a three-year labor agreement with the International Brotherhood of Electrical Workers Local 46, covering Facilities Specialists, Senior Facilities Specialists and Electricians in the Operations Department beginning January 1, 2024 and expiring on December 31, 2026.

Key features summary

- This labor agreement will cover Sound Transit’s Facilities Specialists, Senior Facilities Specialists and Electricians including any new positions created in the next three years.
- This agreement contains the following changes to the previous labor agreement executed in 2020:
 - Removal of gender-specific language from the contract;
 - Grievance procedure language was altered to make all timelines in calendar days for consistency,
 - Title changes were updated;
 - Office of Labor Relations involvement was included in Step 3 of the grievance procedure;
 - Converted all employees from legacy vacation/sick time to Sound Transit’s approved PTO Plan, in line with One ST; and
 - Incorporated an existing Memorandum of Understanding for recognition of Indigenous People’s Day and Juneteenth into the agreement.
- This agreement will increase current wages as follows:
 - January 1, 2024 each of the three job classifications will see an average 12.8 percent increase to bring their classification wage up to current MRP (Market Reference Point)
 - January 1, 2025 all three classifications will receive a 3.75 percent increase
 - January 1, 2026 all three classifications will receive a 3.75 percent increase

- This agreement also restructured wages to a tiered scale based on initial hire date to the bargaining unit:
 - 0-6 months – 87% of MRP,
 - 6-60 months – 90% of MRP,
 - 60-96 months – 95% of MRP,
 - 96+ months – 100% of MRP,

(Market Reference Point is based on comparable wages. Comparable positions/wages were mutually agreed to by IBEW and Sound Transit.)
- This agreement also increased standby premiums for regular standby from \$3.00 per hour to \$5.00 per hour and holiday standby from \$4.00 per hour to \$6.00 per hour. The annual lump sum payment has also been increased from \$3,500 per year to \$4,000 for 2024, \$5,000 for 2025, and \$4,000 for 2026.
- On November 3, 2023, the tentative labor agreement was accepted and ratified by the union members. Contract implementation will take effect following Sound Transit Board of Director's approval, but no sooner than January 1, 2024.

Background

The International Brotherhood of Electrical Workers (IBEW) Local 46 represents Facilities Specialists, Senior Facilities, Specialists and Electricians 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. M2020-39, Motion No. M2017-105 and Motion No. M2014-66.

Sound Transit and the IBEW Local 46 have negotiated this agreement over the past few months. The current agreement expires on December 31, 2023. 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 2024 for this labor agreement is included in the Salaries and Fringe Benefits categories within the Operations department's annual operating budget. For context, the Salaries and Fringe Benefits category budget for the Operations department is \$31,412,509 and \$21,070,309 respectively. Within these amounts, the Facilities Specialists' Salaries and Fringe Benefits are \$1,093,007 and \$738,151 respectively, which is the applicable fiscal portion of this action. Funding the additional two 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. M2020-39: Authorized 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.

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 11/20/23

Legal review – RM 11/28/2023



Motion No. M2023-105

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 Facilities Specialists, Senior Facilities Specialists and Electricians in the Operations Department beginning January 1, 2024 and expiring on December 31, 2026.

Background

The International Brotherhood of Electrical Workers (IBEW) Local 46 represents Facilities Specialists, Senior Facilities, Specialists and Electricians 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. M2020-39, Motion No. M2017-105 and Motion No. M2014-66.

Sound Transit and the IBEW Local 46 have negotiated this agreement over the past few months. The current agreement expires on December 31, 2023. 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.

This labor agreement will cover Sound Transit's Facilities Specialists, Senior Facilities Specialists and Electricians including any new positions created in the next three years. This agreement contains the following changes to the previous labor agreement executed in 2020:

- Removal of gender-specific language from the contract;
- Grievance procedure language was altered to make all timelines in calendar days for consistency,
- Title changes were updated;
- Office of Labor Relations involvement was included in Step 3 of the grievance procedure;
- Converted all employees from legacy vacation/sick time to Sound Transit's approved PTO Plan, in line with One ST; and
- Incorporated an existing Memorandum of Understanding for recognition of Indigenous People's Day and Juneteenth into the agreement.

This agreement will increase current wages as follows:

- January 1, 2024 each of the three job classifications will see an average 12.8 percent increase to bring their classification wage up to current MRP (Market Reference Point)
- January 1, 2025 all three classifications will receive a 3.75 percent increase
- January 1, 2026 all three classifications will receive a 3.75 percent increase

This agreement also restructured wages to a tiered scale based on initial hire date to the bargaining unit:

- 0-6 months – 87% of MRP,
- 6-60 months – 90% of MRP,
- 60-96 months – 95% of MRP,
- 96+ months – 100% of MRP,

(Market Reference Point is based on comparable wages. Comparable positions/wages were mutually agreed to by IBEW and Sound Transit.)


This agreement also increased standby premiums for regular standby from \$3.00 per hour to \$5.00 per hour and holiday standby from \$4.00 per hour to \$6.00 per hour. The annual lump sum payment has also been increased from \$3,500 per year to \$4,000 for 2024, \$5,000 for 2025, and \$4,000 for 2026.

On November 3, 2023, the tentative labor agreement was accepted and ratified by the union members. Contract implementation will take effect following Sound Transit Board of Director's approval, but no sooner than January 1, 2024.

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 Facilities Specialists, Senior Facilities Specialists and Electricians in the Operations Department beginning January 1, 2024 and expiring on December 31, 2026.

APPROVED by the Board of the Central Puget Sound Regional Transit Authority at a regular meeting thereof held on December 15, 2023.


Dow Constantine
Board Chair

Attest:


Kathryn Flores
Board Administrator