

MOTION NO. M2017-105

Labor Agreement for Senior Facilities Specialist and Facilities Specialist Employees

MEETING:	DATE:	TYPE OF ACTION:	STAFF CONTACT:
Operations & Administration Committee	08/03/2017	Cancelled	Peter Rogoff, Chief Executive Officer Jan Luedtke, Employee & Labor Relations Manager
Board	08/24/2017	Final Action	Julie Honeywell, 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 Specialist and Facilities Specialist employees in the Operations Department.

KEY FEATURES SUMMARY

- Senior Facilities Specialist and Facilities Specialist employees provide services covering mechanical, electrical, and general maintenance of Sound Transit facilities and stations. They also provide oversight for projects performed by contractors working on Sound Transit properties.
- This labor agreement will cover 15 Senior Facilities Specialist and Facilities Specialist employees and any new positions created in either classification in the next three years.
- The labor agreement continues to include language regarding seniority, grievance procedure, 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 implemented during the contract as all other Sound Transit employees.
- Employees covered by this agreement will receive a 3.5 percent salary increase and a retention award of \$3,000 on each July 1st of the contract period.
- On July 11, 2017, 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, 2017.

BACKGROUND

This labor agreement will cover 15 Senior Facilities Specialist and Facilities Specialist positions in the Operations Department. The Senior Facilities Specialists and Facilities Specialist provide services covering mechanical, electrical, and general maintenance at Sound Transit facilities and stations. They also provide oversight for larger projects performed by contractors working on Sound Transit properties.

The current contract with the International Brotherhood of Electrical Workers (IBEW) Local 46 expired on June 30, 2017. Sound Transit has been in negotiations with union leadership for the past few months. The focus of these negotiations was to achieve a result that gave members competitive wages while continuing to recognize the significant changes in the current economy related to cost containment, benefits, and compensation. The agreement includes a provision that union members will participate in the same benefit and cost containment measures implemented during the course of the contract as all other Sound Transit employees.

In mid-June 2017, Sound Transit reached an agreement that was approved by the union members on July 11, 2017. As part of the agreement, Sound Transit agreed to make the contract provisions effective July 1, 2017.

FISCAL INFORMATION

Senior Facilities Specialists and Facilities Specialists wages and benefits are covered in the Facilities and Fleet operations budget.

The 2017 budget for Facilities and Fleet Senior Facilities Specialists and Facilities Specialists is \$1,512,602. The spending through July 1 was \$603,815 or 83.0% of the year-to-date budget. The estimated impacts of this action are affordable within the existing 2017 budget.

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.

PRIOR BOARD ACTION

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 7/18/17

LEGAL REVIEW

RM 7/27/17

MOTION NO. M2017-105

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 Senior Facilities Specialist and Facilities Specialist employees in the Operations Department.

BACKGROUND:

This labor agreement will cover 15 Senior Facilities Specialist and Facilities Specialist positions in the Operations Department. The Senior Facilities Specialists and Facilities Specialist provide services covering mechanical, electrical, and general maintenance at Sound Transit facilities and stations. They also provide oversight for larger projects performed by contractors working on Sound Transit properties.

The current contract with the International Brotherhood of Electrical Workers (IBEW) Local 46 expired on June 30, 2017. Sound Transit has been in negotiations with union leadership for the past few months. The focus of these negotiations was to achieve a result that gave members competitive wages while continuing to recognize the significant changes in the current economy related to cost containment, benefits, and compensation. The agreement includes a provision that union members will participate in the same benefit and cost containment measures implemented during the course of the contract as all other Sound Transit employees.

The labor agreement continues to include language regarding seniority, grievance procedure, 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 implemented during the contract as all other Sound Transit employees.

In mid-June 2017, Sound Transit reached an agreement that was approved by the union members on July 11, 2017. As part of the agreement, Sound Transit agreed to make the contract provisions effective July 1, 2017.

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 Specialist and Facilities Specialist employees in the Operations Department.

APPROVED by the Board of the Central Puget Sound Regional Transit Authority at a regular meeting thereof held on August 24, 2017.



Dave Somers
Board Chair

ATTEST:



Kathryn Flores
Board Administrator