

**AGREEMENT BY AND BETWEEN THE CITY OF SEATTLE AND
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL
NO. 77 (SEATTLE DEPARTMENT OF TRANSPORTATION)**

Effective from January 23, 2023 through January 22, 2028

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AGREEMENT

By and Between

THE CITY OF SEATTLE

and

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL NO. 77

PREAMBLE

THIS AGREEMENT is between the CITY OF SEATTLE (“the City”) and the INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 77 (“the Union”) for the purpose of setting forth the mutual understanding of the parties as to wages, hours and other conditions of employment of those employees for whom the City has recognized the Union as the exclusive collective bargaining representative.

PURPOSE OF THIS AGREEMENT

The City and the Union recognize that harmonious relations should be maintained between them and with the public so that the shared goal of an effective and efficient municipal government can be achieved.

1. To provide for fair and reasonable rates of pay, hours, and working conditions for employees of the City covered by this agreement.
2. To ensure the making of appointments and promotions as provided under Article XVI of the City Charter.
3. To promote stability of employment and establish satisfactory tenure.
4. To provide for improvement and betterment programs designed to aid the employees in achieving their acknowledged and recognized objectives as outlined in this agreement.
5. To promote the highest degree of efficiency and responsibility in the performance of the work and the accomplishment of the public purposes of the City.
6. To adjust properly all disputes arising between them related to the matters covered by this Agreement.
7. To promote systematic labor-management cooperation between the City and the employees covered by this agreement.

IBEW Local 77, Seattle Department of Transportation, and the City of Seattle share a commitment to attracting and retaining workforce that reflects the diversity of our community. We believe that diversity makes us stronger and furthers the City of Seattle's commitment to Workforce Equity. We will continue to partner in recruitment and workforce development initiatives, including apprenticeship, to increase the participation of historically marginalized groups in the trades.

NON-DISCRIMINATION

The City and the Union agree that they will not discriminate against any employee by reason of race, creed, color, national origin, citizenship or immigration status, families with children, sex, marital status, sexual orientation, age, honorably discharged veteran or military status, or the presence of any sensory, mental, or physical disability.

The parties agree nothing in this contract, including seniority provisions, shall serve to prevent a job placement or other reasonable accommodation as may be made pursuant to state or federal law for prevention of discrimination on the basis of disability. Application of this provision is not intended to modify the requirements of Article 2.

ARTICLE 1. RECOGNITION AND BARGAINING UNIT

- 1.1 The City hereby recognizes the Union as the exclusive collective bargaining representative, for the purposes stated in RCW 41.56.010, of all regular, full-time employees regular part-time and temporary whose job classifications are listed in Appendix A of this Agreement.

ARTICLE 2. UNION MEMBERSHIP AND DUES

- 2.1 The City agrees to deduct from the paycheck of each employee, who has so authorized it, the regular initiation fee, regular monthly dues, assessments and other fees as certified by the Union. The amounts deducted shall be transmitted monthly to the Union on behalf of the employees involved.
- 2.2 The performance of this function is recognized as a service to the Union by the City and the City shall honor the terms and conditions of each worker's Union payroll deduction authorization(s) for the purposes of dues deduction only.
- 2.3 The Union agrees to indemnify and hold the City harmless from all claims, demands, suits or other forms of liability that arise against the City for deducting dues from Union members pursuant to this Article, including those that have communicated a desire to revoke a previous deduction authorization, along with all other issues related to the deduction of dues or fees.
- 2.4 The City will provide the Union access to all newly hired employees and/or persons entering the bargaining unit within thirty (30) days of such hire or entry into the bargaining unit.
- 2.5 The Union and a shop steward/member leader will have at least thirty (30) minutes with such individuals during the employee's normal working hours and at their usual worksite or mutually agreed upon location.
- 2.6 The City will require all new employees to attend a New Employee Orientation (NEO) within thirty (30) days of hire. The NEO will include an at-minimum thirty (30) minute presentation by a Union representative to all employees covered by a collective bargaining agreement. The City shall provide the Union every month a list of all new and reclassified employees covered by this agreement.
- 2.7 At least five (5) business days before the date of the NEO, the City shall provide the Union with a list of names of the bargaining unit members attending the Orientation.
- 2.8 New Employee and Change in Employee Status Notification - The City shall supply the Union with the following information on a monthly basis for new employees:
- A. Name
 - B. Home address
 - C. Personal phone
 - D. Personal email (if a member offers)
 - E. Job classification and title
 - F. Department and division
 - G. Work location
 - H. Date of hire
 - I. Hourly or salary (FLSA) status
 - J. Compensation rate

- 2.9 Any employee may revoke their authorization for payroll deduction of payments to their Union by written notice to the Union in accordance with the terms and conditions of the Union dues authorization rules.
- 2.10 The Union shall transmit to the City, in writing, by the cutoff date for each payroll period, the name(s) of the Employee(s), as well as Employee ID Number, who have, since the previous payroll cutoff date, provided the Union with a written authorization for payroll deductions, or have changed their prior written authorization for payroll deductions.
- 2.11 Every effort will be made by the City to end the deductions effective on the first payroll, and not later than the second payroll, after receipt by the City of confirmation from the Union that the terms of the employee's authorization regarding dues deduction revocation have been met.
- 2.12 The City will refer all employee inquiries or communications regarding union dues to the Union. The City may answer any employee inquiry about process or timing of payroll deductions.
- 2.13 Issues arising over the interpretation, application, or enforceability of the provisions of this Article shall be addressed during the parties Labor Management Committee meeting and shall not be subject to the grievance procedure set forth in this collective bargaining agreement.

ARTICLE 3. DURATION, MODIFICATION, AND CHANGES

3.1 This Agreement shall become effective January 23, 2023, and shall remain in effect through January 22, 2028. Written notice of intent to terminate or modify this Agreement must be served by the requesting party at least ninety (90) by not more than one hundred and twenty (120) calendar days prior to January 22, 2028. Any modifications requested by either party must be submitted to the other party no later than ninety (90) calendar days prior to the expiration of this Agreement, and any modifications requested at a later date shall not be subject to negotiations unless mutually agreed upon by both parties.

3.1.1 A Wage Review Committee shall be convened by the City to hear wage relationship adjustment requests from the union. Such requests, together with justification therefore, must be presented by the Union to the Director of Labor Relations in writing no later than October 15th prior to the expiration of the Agreement, but not during the period of January 1 to March 31 of each year. A request for wage adjustment of a particular classification may only be submitted once during the period of the Agreement. The Director of Labor Relations or designee will approve or deny the union's request. If approved, the Parties understand and agree that any changes to wages are subject to approval pursuant to SMC 4.04.120.

ARTICLE 4. GRIEVANCE PROCEDURE

- 4.1 Because the terms of this Agreement may be subject to different interpretations, the City and the Union should have recourse to an orderly means of resolving any situation resulting in a grievance. The following outlines the procedures by which grievances shall be processed and is written as for a grievance of the Union against the City, but the steps are similar for a grievance of the City against the Union.

A grievance is defined as any dispute between the parties and/or any employee concerning the interpretation, application, claim of breach or violations of the terms and conditions addressed in this Agreement.

Arbitration awards or grievance settlements shall not be made retroactive beyond the date of the occurrence or nonoccurrence upon which the grievance is based, that date being thirty (30) calendar days or less prior to the initial filing of the grievance.

- 4.1.2 Step 1. As the initial step, the grievance shall be submitted in writing by the Union (steward, member, or business representative) to the immediate supervisor of the employee within 30 calendar days of the occurrence or non-occurrence upon which the grievance is based. The grievance may also be discussed by the Union Steward and the immediate supervisor of the employee.
- 4.1.3 Step 2. If no settlement is arrived at in Step 1, the grievance may be referred in writing by the employee or the steward to the Business Manager of the Union. If the Business Manager decides that the grievance should be filed at Step 2, they shall submit it in writing to the appointing authority or designee within ten (10) working days after the discussions between the shop steward and the supervisor involved. The grievance should set forth the following:
- A. A statement of the nature of the grievance and the facts upon which it is based.
 - B. The requested remedy or correction.
 - C. The section or sections of the Agreement, if any, relied upon as being applicable thereto.
- 4.1.4 When a Step 2 grievance is filed, the Department shall reply in writing within ten (10) working days from the receipt of the grievance or within 10 (ten) working days of a meeting held between the Union and the Department to discuss the grievance.
- 4.2 Step 3. If no settlement is arrived at in Step 2, the grievance shall be submitted in writing at Step 3 within ten (10) working days after the Step 2 answer to the Director of Labor Relations, with a copy to the appropriate appointing authority. The Director of Labor Relations, or their designee, shall investigate the grievance and, they shall convene a meeting between the appropriate parties within ten (10) working days or on a date mutually agreed to by the parties. They shall thereafter make a confidential recommendation to the affected appointing authority who shall in turn give the Union a detailed answer in writing ten (10) working days after receipt of the grievance or the meeting between the parties.

4.3 Step 4. If no settlement is arrived at in Step 3, either of the signatory parties to this Agreement may submit the grievance to binding arbitration. A demand for arbitration by the Union will be filed with the City's Director of Labor Relations and will be made within thirty (30) calendar days of the expiration of the City's timeframe for responding at Step 3 and will be accompanied by the following information:

1. Question or questions at issue
2. Section(s) of this Agreement allegedly violated
3. Statement of facts
4. Position of employee or employees
5. Remedy sought

The parties agree to abide by the award made in connection with any arbitrable difference. There will be no suspension of work, slowdown or curtailment of services while any difference is in process of adjustment or arbitration.

In connection with any arbitration proceeding held pursuant to this agreement, it is understood as follows:

- A. The arbitrator shall have no power to render a decision that will add to, subtract from or alter, change or modify the terms of this Agreement, and the arbitrator's power shall be limited to interpretation or application of the express terms of this Agreement, and all other matters shall be excluded from arbitration.
- B. The cost of the arbitrator shall be borne equally by the City and the Union, and each party shall bear the cost of presenting its own case.
- C. The arbitrator's decision shall be made in writing and shall be issued to the parties within thirty (30) calendar days after the case is submitted to the arbitrator.
- D. Nothing herein shall be construed as preventing the City and the Union from settling by mutual agreement, prior to final award, any grievance submitted to arbitration herein.

4.3.1 By mutual agreement, the parties to this agreement, the Union and the City, may: 1) submit the grievance for mediation in lieu of arbitration; or 2) may request the arbitrator selected for arbitration, or another arbitrator, mediate the dispute which shall then be subject to arbitration if mediation should fail to result in a settlement.

4.4 Any time limits stipulated in the grievance procedure may be extended for stated periods of time by the appropriate parties by mutual agreement in writing.

4.5 When a grievance is of a general nature, it will not be necessary that the Union list the names of the aggrieved employees.

4.6 Property Interest Discipline Grievance

- A. The burden of proof in disciplinary procedures shall be upon the City.
- B. Where an appointing authority or their designee imposes or intends to impose property-level discipline a preliminary notice of discipline shall be given to the employee. This preliminary notice of discipline shall contain (a) charges; (b) a general description of the alleged acts and/or conduct upon which the charge is based and (c) the penalty to be imposed. A copy of the preliminary notice of the discipline shall be concurrently provided to the local Union office. Upon request of the Union, the City shall provide a complete copy of the investigation files in advance of any Loudermill hearing requested in advance of issuing the formal discipline. The Union may also request a meeting to review the investigation file with the City's investigator and Labor Relations. Both requests must be made timely and may not unduly delay the City's disciplinary processes.

ARTICLE 5. JOINT LABOR MANAGEMENT

- 5.1 The parties agree that the Joint Labor-Management Committee (JLMC) is established and authorized, consistent with applicable laws and the terms of this Agreement, to interpret, apply, and resolve issues and interests affecting Labor and/or Management consistent with the following principles:
1. To provide for improvement programs designed to aid employees in achieving their acknowledged and recognized objectives as outlined in this Agreement.
 2. To promote the highest degree of efficiency and responsibility in the performance of the work and the accomplishment of the public purposes of the Employer.
 3. To resolve general disputes arising between the City and the Union relating to matters covered by this Agreement.
 4. To promote harmony between labor and management.
- 5.2 The JLMC does not waive or diminish Management rights set forth by Article 10 herein and does not waive or diminish the rights of the parties to use the grievance procedure set forth by Article 4 herein or the parties' respective rights in collective bargaining. The parties recognize that the JLMC may not be able to resolve every issue.
- 5.3 The JLMC shall meet at least quarterly or on a schedule mutually agreed to by the Parties. The JLMC shall be composed of three (3) representatives from Management and three (3) representatives from the Union. The parties may alter the composition of the JLMC by mutual agreement.

ARTICLE 6. WORK STOPPAGES

- 6.1 The City and the Union agree that the public interest requires the efficient and uninterrupted performance of all City services, and to this end pledge their best efforts to avoid or eliminate any conduct contrary to this objective. Specifically, the Union shall not cause or condone any work stoppage, strike, slowdown, or other interference with City functions by employees under this Agreement, and should same occur, the Union agrees to take appropriate steps to end such interference.

ARTICLE 7. MEDICAL AND DENTAL CARE

- 7.1 Medical Care - During the term of this Agreement, the City shall provide a medical care plan to all eligible employees and their dependents.
- A. When first eligible or during the open enrollment period, employees covered under this Agreement may enroll in the “Most Employees” medical care plans or in the “Local 77” medical care plans.
 - B. During the term of this Agreement, the City and the Union agree to split the monthly health care premium costs for the “Local 77” medical care plans as follows: the City shall pay ninety percent (90%) and employees shall pay ten percent (10%) of such costs.
 - C. Any changes during the term of this Agreement to the carrier, benefits, premium amounts, deductibles, coinsurance levels, copay amounts, and any other cost sharing terms of the “Local 77” medical care plans shall be negotiated by the Union and the City.
 - D. If an employee who has enrolled in the “Local 77” medical care plans identified in Art. 7.1(A) subsequently elects to enroll in the “Most Employees” medical care plan, that employee may not elect to return to the “Local 77” medical care plans.
- 7.2 Dental Care - During the term of this Agreement, the City shall provide a dental care plan to all eligible employees and their dependents.
- A. When first eligible or during the open enrollment period, employees covered under this Agreement may enroll in any of the “Most Employees” or the “Local 77” dental care plans.
 - B. During the term of this Agreement, the City shall pay one hundred percent (100%) of the monthly premiums for the “Local 77” dental care plans.
 - C. Any changes during the term of this Agreement to the carrier, benefits, premium amounts, deductibles, coinsurance levels, copay amounts, and any other cost sharing terms of the “Local 77” dental care plans shall be negotiated by the Union and the City.
- 7.3 Vision Care - During the term of this Agreement, the City shall provide a vision care plan to all eligible employees and their dependents.
- A. When first eligible or during the open enrollment period, employees covered under this Agreement may enroll in any of the “Most Employees” or the “Local 77” vision plans.
 - B. During the term of this Agreement, the City shall pay one hundred percent (100%) of the monthly premiums for the “Local 77” vision care plans.

- C. Any changes during the term of this Agreement to the carrier, benefits, premium amounts, deductibles, coinsurance levels, copay amounts, and any other cost sharing terms of the “Local 77” vision care plans shall be negotiated by the Union and the City.
- 7.4 If a Medical, Dental or Vision carrier(s) for the L77 plans is unable or unwilling to maintain a major benefit now covered under the plans in Sections 7.1 7.2, and 7.3, the Parties shall enter into immediate negotiations over selection of a new carrier and/or modification of the existing plan(s).
- 7.4.1 If state and/or federal healthcare legislation is enacted, the parties agree to negotiate the impact of such legislation. The parties agree that the intent of the agreement to negotiate the impact of such legislation shall not be to diminish existing benefit levels and/or to shift costs.
- 7.5 The City has discretion to offer additional health care plans which it may also revise or discontinue at its discretion. The annual open enrollment announcement to bargaining unit employees will include notice of these plans (if there are any) and will disclose that the plans are offered at the discretion of the City and are not the result of bargaining with the Union.
- A. There will be an annual open enrollment announcement addressed specifically to I.B.E.W., Local 77, bargaining unit members.
 - B. Time or other conditions that have served to satisfy pre-existing medical condition provisions of any of the health care plans offered by the City will apply to other plans offered by the City at its discretion when an employee chooses to change plans during the open enrollment period.
 - C. If the City terminates a health care plan it provides at its discretion and an employee (or a dependent covered by the employee’s health care plan) is undergoing prescribed treatment for a health care condition at the time of the plan termination, the employee or family member will be permitted to continue with that treatment program with the Plans or programs if chosen, provided the employee notifies the City of Seattle health care program manager in writing of this fact on the open enrollment change form. This provision will not serve to add to or subtract from any benefit plan provisions.
- 7.5.1 During the term of this Agreement, the City and the Union may mutually agree to eliminate the insurance carrier for any of the medical, vision or dental benefits covered above and provide an alternative plan either through self-insurance or a combination of self-insurance and carrier provided benefits; provided such change maintains substantially the same level of medical or dental benefits and is more cost effective.
- 7.6 Long Term Disability – Employees covered under this Agreement are eligible for Long-Term Disability insurance provided by the City to “Most City Employees.” The City will pay the full monthly premium cost of basic LTD coverage with a 90-day elimination period, which insures 60% of the employee’s first \$667 pre-disability earnings. Employees may purchase through a payroll deduction, optional supplemental LTD coverage with a 90-day elimination period, which insures 60% of the remainder of the employee's base monthly

wage (up to a maximum \$10,000.00 per month). Benefits may be reduced by the employee's income from other sources as set forth in the LTD plan.

- 7.6.1 During the term of this Agreement, the City may, at its discretion change or eliminate the insurance carrier for any of the long-term disability benefits covered by this Section and provide an alternative plan either through self-insurance or another insurance carrier, however, the long-term disability benefit level shall remain substantially the same.
- 7.6.2 The maximum monthly premium cost to the City shall be no more than the monthly premium rates established for calendar year 2023, for the Base Plan, but not to exceed the maximum limitation on the City's premium obligation per calendar year as set forth within this Section.
- 7.7 Life Insurance – The City shall offer a voluntary Group Term Life Insurance option to eligible employees. The employee shall pay sixty percent (60%) of the monthly premium and the City shall pay forty percent (40%) of the monthly premium rate established by the City and the carrier. Premium rebates received by the City from the voluntary Group Term Life Insurance option shall be administered as follows:
 - 7.7.1 Commencing with the signing of this Agreement, future premium rebates shall be divided so that forty percent (40%) can be used by the City to pay for the City's share of the monthly premiums, and sixty percent (60%) shall be used for benefit of employees' participating in the Group Term Life Insurance Plan in terms of benefit improvements, to pay the employees' share of the monthly premiums or for life insurance purposes otherwise negotiated.
 - 7.7.2 The City will notify the Union whenever the Group Term Life Insurance Fund contains substantial rebate monies which are earmarked to be applied to the benefit of employees participating in the Group Term Life Insurance Plan.
 - 7.7.3 The City will offer an option for employees to purchase additional life insurance coverage for themselves and/or their families.
- 7.8 Long Term Care – The City may offer an option for employees to purchase a new long term care benefit for themselves and certain family members.
 - 7.8.1 If state and/or federal health care legislation is enacted, the parties agree to negotiate the impact of such legislation. The parties agree that the intent of this agreement to negotiate the impact shall not be to diminish existing benefit levels and/or to shift costs.

ARTICLE 8. ANNUAL VACATIONS

- 8.1 Annual vacations with pay shall be granted to eligible employees computed at the rates shown in Section 8.1.2 for each hour on regular pay status as shown on the payroll, but not to exceed eighty (80) hours per pay period.
- 8.1.1 "Regular pay status" is defined as regular straight-time hours of work plus paid time off such as vacation time, holiday time off and sick leave.
- 8.1.2 The vacation accrual rate shall be determined in accordance with the rates set forth in Column No. 1. Column No. 2 depicts the corresponding equivalent annual vacation for a regular full-time employee. Column No. 3 depicts the maximum number of vacation hours that can be accrued and accumulated by an employee at any time.

COLUMN 1		COLUMN 2		COLUMN 3	
ACCRUAL RATE Hours on Regular Pay Status	ACCRUAL RATE Vacation Earned Per Hour Hours	ANNUAL EQUIVALENT VACATION FOR FULL- TIME EMPLOYEE Years of Service	ANNUAL EQUIVALENT VACATION FOR FULL- TIME EMPLOYEE Work Days Per Year	ANNUAL EQUIVALENT VACATION FOR FULL- TIME EMPLOYEE Work Hours Per Year	MAXIMUM VACATION BALANCE
0 through 08320	.0460	0 through 4	12	96	192
08321 through 18720	.0577	5 through 9	15	120	240
18721 through 29120	.0615	10 through 14	16	128	256
29121 through 39520	.0692	15 through 19	18	144	288
39521 through 41600	.0769	20	20	160	320
41601 through 43680	.0807	21	21	168	336
43681 through 45760	.0846	22	22	176	352
45761 through 47840	.0885	23	23	184	368
47841 through 49920	.0923	24	24	192	384
49921 through 52000	.0961	25	25	200	400
52001 through 54080	.1000	26	26	208	416
54081 through 56160	.1038	27	27	216	432
56161 through 58240	.1076	28	28	224	448
58241 through 60320	.1115	29	29	232	464
60321 and over	.1153	30	30	240	480

Effective sixty (60) calendar days after full ratification of this replacement agreement, the above table shall be superseded and replaced with the following vacation accrual rate table:

Accrual Years	Accrual Hours	Vacation Days	Hours per Year	Maximum Hours
Year 0-3	0-6,240	12	96	192
Year 4-7	6,241-14,560	16	128	256
Year 8-13	14,561-27,040	20	160	320
Year 14-18	27,041-37,440	23	184	368
Year 19	37,440 -39,520	24	192	384
Year 20	39,521-41,600	25	200	400
Year 21	41,601 – 43,680	26	208	416
Year 22	43,681 – 45,760	27	216	432
Year 23	45,761 – 47,840	28	224	448
Year 24	47,841 – 49,920	29	232	464
Year 25+	49,921+	30	240	480

- 8.2 An employee who is eligible for vacation benefits shall accrue vacation from the date of entering City service or the date upon which they became eligible and may accumulate a vacation balance which shall never exceed at any time two (2) times the number of annual vacation hours for which the employee is currently eligible. Accrual and accumulation of vacation time will cease at the time an employee's vacation balance reaches the maximum balance allowed and will not resume until the employee's vacation balance is below the maximum allowed.
- 8.3 Effective December 25, 2019, the requirement that the employee must complete one thousand forty (1,040) hours on regular pay status prior to using vacation time shall end.
- 8.4 In the event that the City cancels an employee's already scheduled and approved vacation, leaving no time to reschedule such vacation before the employee's maximum balance will be reached, the employee's vacation balance will be permitted to exceed the allowable maximum and the employee will continue to accrue vacation for a period of up to three months if such exception is approved by both the appointing authority and the Seattle Human Resources Director in order to allow rescheduling of the employee's vacation. In such cases, the appointing authority shall provide the Seattle Human Resources Director with the circumstances and reasons leading to the need for such an extension. No extension of this grace period will be allowed.
- 8.5 The minimum vacation allowance to be taken by an employee shall be one-half of a day, or at the discretion of the appointing authority, a lesser amount may be approved.
- 8.6 An employee's unused vacation balance shall be cashed out upon separation from City service at the employee's primary rate of pay in effect at the time of separation. Upon the death of an employee in active service, such payment will be made to the estate of the deceased employee.
- 8.7 An employee returning from military leave of absence, shall be given service credit for such service for purposes of determining the vacation accrual rate upon return to employment.

- 8.8 Where an employee has exhausted his/her sick leave balance, the employee may use vacation for further leave for medical reasons only with prior approval by the appointing authority. In all other instances, employees must use all accrued vacation prior to beginning a leave of absence unless the leave of absence is granted to allow the employee to participate as a member of the Union's negotiating committee, relative to collective bargaining for the purpose of amending provisions of this Agreement.

Where the terms of this section 8.8 are in conflict with SMC 4.26 Family and Medical Leave as it exists or may be hereafter modified, SMC 4.26 shall apply.

- 8.9 The appointing authority shall arrange vacation time for employees on such schedules as will least interfere with the functions of the department but which accommodate the desires of the employees to the greatest degree feasible.

ARTICLE 9. SICK, BEREAVEMENT, AND EMERGENCY LEAVE

- 9.1 All employees in classifications covered by this Agreement will be allowed sick leave according to provisions of SMC 4.24.
- 9.2 Sick leave credit will be accumulated at the rate of .046 hours for each hour on regular pay status, but not to exceed forth (40) hours a week.
- 9.3 Employees shall be entitled to use sick leave for a qualifying reason after 30 calendar days of employment.
- 9.4 Unlimited sick leave credit may be accumulated. Upon retirement twenty-five percent (25%) of an employee's sick leave credit accumulation can be cashed out to the employee at the straight time rate of pay of such employee in effect on the day prior to their retirement.
- 9.4.1 Upon death of an employee, either by accident or natural causes, twenty-five percent (25%) of such employee's accumulated sick leave credits shall be paid to their designated beneficiary.
- 9.5 Sick leave credit can be used for time off with pay, from the first work day of such absence, for bona fide cases of:
- Sickness or injury of an employee;
 - Disability due to pregnancy and/or childbirth;
 - Medical or dental appointments.
- Sick leave credit may also be used for care of family members as required of the City by state law and/or for care of family members, including domestic partners, as defined and provided for by City of Seattle ordinance as cited above.
- 9.6 Sick leave shall be recorded as used on time sheets or other forms required by the City. Any application for sick leave of over four (4) days' duration must be supported by a report of the employee's personal physician. All applications for sick leave must be approved by the City.
- 9.7 The employee shall promptly notify their immediate supervisor, by telephone or otherwise, on their first day off due to illness. If an employee is on a special work schedule, particularly where a relief replacement is necessary if they are absent, they shall notify their immediate supervisor as far as possible in advance of their scheduled time to report to work.
- 9.8 All employees while on sick leave shall make themselves available for such investigation, medical or otherwise, as may be ordered by the Seattle Human Resources Director or the Department. While on sick leave, the employee shall undergo reasonable medical care and treatment.
- 9.9 Bereavement Leave - All employees covered by this Agreement are allowed forty (40) hours off without salary deduction for bereavement purposes in the event of the death of any

relative. Bereavement leave may be used in full day increments or increments of one (1) hour, at the employee's discretion. Bereavement leave must be used within one (1) year; employees may submit for exceptions to this within thirty (30) days (requests that come in after the 30 days will be considered) of the death if they know they will need longer than one (1) year to use leave for that event. This benefit is prorated for less-than-full time employees. For purposes of this Section, "relative" is defined as any person related to the employee by blood, marriage, adoption, fostering, guardianship, in loco parentis, or domestic partnership.

- 9.10 Emergency Leave - One (1) day leave per Agreement year without loss of pay may be taken with the approval of the employee's supervisor and/or appointing authority when it is necessary that the employee be off work in the event of a serious illness or accident of a member of the immediate family or when it is necessary that the employee be off work in the event of an unforeseen occurrence with respect to the employee's household (e.g., fire or flood or ongoing loss of power) that necessitates action on the part of the employee. The emergency leave benefit must also be available to the member in the event of inclement weather or natural disaster within the City limits or within the city or county in which the member resides that makes it impossible or unsafe for the member to physically commute to their normal work site at the start of their normal shift.
- A. The "*household*" is defined as the physical aspects of the employee's residence, or vehicle. The immediate family is limited to the spouse or domestic partner, children, parents or grandparents of the employee.
 - B. The "*day*" of emergency leave may be used for-separate incidents, in one (1) hour increments. The total hours compensated under this provision, however, shall not exceed eight (8) in a contract year.
- 9.11 Sabbatical Leave - Regular employees covered by this Agreement shall be eligible for sabbatical leave under the terms of Personnel Rule 7.4.

ARTICLE 10. MANAGEMENT RIGHTS

- 10.1 The rights to hire, determine qualifications, promote, discharge for just cause, improve efficiency, determine work schedules and location of department headquarters are examples of management rights. The City retains its right to manage and operate its departments except as may be limited by the express provisions of this Agreement.
- 10.2 Delivery of municipal services in the most efficient, effective and courteous manner is of paramount importance to the City and, as such, maximized productivity is recognized to be an obligation of employees covered by this Agreement. In order to achieve this goal, the parties hereby recognize the City's right to determine the methods, processes and means of providing municipal services, to increase or diminish the size of the workforce, to increase, diminish or change municipal equipment, including the introduction of any and all new, improved or automated methods, technology or equipment, the assignment of employees to specific jobs within the bargaining unit, the right to temporarily assign employees to specific jobs or positions outside the bargaining unit, and the right to determine appropriate work out-of-class assignments.
- 10.3 The Union recognizes the City's right to establish and/or revise performance evaluation systems. Such systems may be used to determine acceptable performance levels, prepare work schedules and measure the performance of employees. In establishing new and/or revising existing performance evaluation systems, the City shall meet prior to implementation with the Labor Management Committee to jointly discuss such performance standards. The City agrees that performance standards shall be reasonable.
- 10.4 The City and the Union agree that the above statement of management rights is for illustrative purposes only and is not to be construed as restrictive or interpreted so as to exclude those prerogatives not mentioned which are inherent to management.

ARTICLE 11. HOLIDAYS

- 11.1 The following days or days in lieu thereof shall be considered as holidays without salary deductions:

New Year's Day	January 1
Martin Luther King Jr.'s Birthday	Third Monday in January
President's Birthday	Third Monday in February
Memorial Day	Last Monday in May
Juneteenth	July 19
Independence Day	July 4
Labor Day	First Monday in September
Indigenous Peoples' Day	Second Monday in October
Veterans Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	First Friday after Thanksgiving Day
Christmas	December 25
Two Personal Holidays, or	(0 – 9 Years of Service)
Four Personal Holidays	(After Completion of 18,720 regular Hours)

- 11.2 An employee must be on pay status on the regularly scheduled work day immediately preceding or immediately following a holiday in order to qualify for holiday pay. New employees and employees returning from unpaid leave who start work the day after a holiday shall not be entitled to pay for the holiday preceding their first day of work except.

- A. If an employee is on an authorized unpaid absence consisting of a total of four (4) days or less preceding or following a holiday, the employee shall be paid for the holiday.
- B. If any 1 authorized unpaid absence consisting of a total of four (4) days or less occurs such that an employee is on unpaid status preceding or following more than one (1) holiday, the employee shall be compensated for the first holiday only.

Employees who work less than a full calendar year shall be entitled only to those holidays, Monday to Friday inclusive, which falls within their work period. Employees quitting work or discharged for cause shall not be entitled to pay for holidays following their last day of work.

- 11.3 Holidays falling on Saturday or Sunday shall be recognized and paid on those actual days for employees regularly scheduled to work those days. Payment will be made only once for any holiday.

- 11.4 Personal holidays may not be carried over for use in a subsequent year. Employees are required to obtain supervisory approval forty-eight (48) hours in advance for use of personal holidays. Supervisors may waive the required notice based on a minimum disturbance to operations. Once scheduled, this holiday will not be changed except when the employee and supervisor mutually agree to a change. If employees are required to work on their scheduled personal holiday, they will be paid in accordance with section 13.7.

Employees who have completed eighteen thousand seven hundred and twenty (18,720) hours or more on regular pay status (Article 8.1.2) on or before December 31st of the current year shall receive an additional two (2) personal holidays for a total of four (4) personal holidays (per Article 11.1) to be added to their leave balance on the pay date of the first full pay period in January of the following year.

ARTICLE 12. RETIREMENT

12.1 Pursuant to SMC 4.36, all employees covered under this agreement shall be covered by the Seattle City Employees' Retirement System.

12.1.1 Effective January 1, 2017, and pursuant to SMC 4.36, the City shall implement a new defined retirement plan (SCERS II) for new employees hired on or after January 1, 2017.

12.1.2 Annual Cost of Living Adjustment

Pursuant to SMC 4.36.615:

A. Effective with the retirement benefit payable on or about December 1 of each year, a member or beneficiary's adjusted benefit shall be increased by one and a half (1 ½) percent except as otherwise provided in SMC 4.36.615.

B. For any calendar year, the member or beneficiary shall receive the greater of:

1. The adjusted benefit; or

2. Sixty five percent (65%) of the indexed benefit.

Pursuant to Ordinance 120685, effective January 1 of the year the Retirement Board files with the City Clerk notification that the funding ratio of the retirement funds is 100 percent or higher, subsection (B)(2) shall read "seventy percent of the indexed benefit."

12.1.3 Retirement benefits designated (SCERS Plan 1)

Pursuant to SMC 4.36.605, a SCERS Plan 1 member, upon retirement from service, shall receive a retirement benefit determined under (a) or (b), below, whichever is greater:

A. The sum of:

1. An annuity, which shall be the actuarial equivalent of the member's accumulated contributions at the time of retirement; and

2. A pension purchased by the contributions of the City, equal to the annuity purchased by the accumulated contributions of the Plan 1 member; or

B. The benefit determined by using the "percentage" scale in the following Table A for SMC 4.36.605, computed by multiplying the number of years of creditable service by the indicated percentage of final compensation. This scale shall also be used in determining benefits of surviving spouses and domestic partners of Plan 1 members receiving disability retirement benefits under SMC 4.36.650.D, and in determining benefits payable under SMC 4.36.680.C to the surviving spouse and domestic partner of any Plan 1 member. Use of the scale is subject to the limitation that the retirement benefit of such a Plan 1 member shall not exceed 60 percent of the member's final compensation.

12.1.4 Retirement benefits designated (SCERS Plan 2)

Pursuant to SMC 4.36.608, the percentage scale in Table A for SMC 4.36.608 shall be used in fixing the amount of a service retirement benefit for a Plan 2 member, to be computed by multiplying the number of years of creditable service by the indicated percentage of final compensation. This scale shall also be used in determining benefits of surviving spouses and domestic partners of Plan 2 members receiving disability retirement benefits under SMC 4.36.650.D, and in determining benefits payable under SMC 4.36.680.C to the surviving spouse or domestic partner of any Plan 2 member.

- 12.1.5 If through negotiations or by other means the City makes changes to benefits under the Seattle City Employees' Retirement System different from those reflected above, the Union will be given the opportunity to review said changes and either accept or reject them.
- 12.2 A pre-Medicare eligible retiree health care plan shall be made available by the City's health care plan providers for employees covered by the provisions of this contract who retire from their City employment.
- 12.3 During the term of this agreement the City shall have the right to re-open on proposed changes to the retirement system.

ARTICLE 13. HOURS OF WORK AND OVERTIME

- 13.1 The standard work week shall consist of five (5) consecutive workdays of eight (8) hours each and shall be scheduled Monday through Friday. Management may approve employee requested alternative work schedules if they meet the Department's operational needs. The Union may request copies of requests for alternative work schedules and management's responses.
- 13.2 The regular shifts of employees covered under this agreement are usually scheduled during the SDOT Signal Shop's core business hours of 7:00 a.m. to 3:30 p.m., Monday through Friday. Whenever it is found necessary to meet Department needs, regular shifts may also be scheduled outside core business hours or the regular shift may be varied, provided that notice of such variations shall be given at least 14 calendar days in advance, and provided further that no variation shall be made solely for the purpose of avoiding overtime payment to employees who would otherwise be entitled thereto. If the proper notice is not given the first shift worked shall be paid at the overtime rate. Each employee covered under this agreement cannot be required to change shifts for more than 30 working days in a calendar year unless the shift change is requested and approved pursuant to Art. 13.1.
- 13.2.1 Shift differential is payable pursuant to Art. 23.3.
- 13.3 Employees covered by this Agreement shall be provided a paid fifteen (15) minute rest period during the middle of each half of their work day.
- 13.4 Employees covered by this Agreement shall be provided an unpaid meal time not to exceed one-half (1/2) hour.
- 13.5 Rest periods are not cumulative and are lost if not taken.
- 13.6 Overtime is defined as all work performed in excess of eight (8) hours in any work day (or more than the regular shift hours per Art. 13.1) or forty (40) hours in any work week and shall be paid at the overtime rate of two (2) times the employee's straight time rate of pay. Employees may be required to work overtime when requested. A "work week" for purposes of determining whether an employee exceeds forty (40) hours in a workweek shall be a seven (7) consecutive day period of time beginning on Wednesday and ending on Tuesday except when expressly designated to begin and end on different days and times from the normal Wednesday through Tuesday workweek.
- 13.6.1 Compensatory Time in Lieu of Overtime Pay will be addressed using the following procedures:
1. The accrual of compensatory time shall be by mutual agreement between eligible employees and management.
 2. Authorized compensatory time shall be earned at the rate equivalent to the overtime rate specified in Art.13.6.

3. Scheduling the use of any compensatory time is subject to management approval based on operational needs.
 4. A written record of compensatory time earned and used shall be maintained by the City.
 5. Compensatory time may be accrued up to a maximum of eighty (80) hours, (forty (40) hours at the double time rate) at any time.
 6. If an eligible employee separates from SDOT or transfers to an ineligible title, accumulated but not used compensatory time will be cashed out as of the date of separation or transfer.
- 13.7 Employees regularly scheduled to work on any recognized paid holiday shall be paid for the holiday in addition to one and one-half (1-1/2) times their regular straight time hourly rate of pay for all hours worked.
- 13.8 "Scheduled overtime" relates to employees instructed before quitting time, or notified at least twelve (12) hours in advance of starting time, to report for overtime work at a stated hour.
- 13.9 "Non-scheduled overtime" relates to employees who are instructed, without notice as defined under "scheduled overtime," to report for emergency overtime work. "Non-scheduled overtime includes call-outs as defined in Appendix B.

ARTICLE 14. OVERTIME MEALS

- 14.1 Employees notified either before end of regular shift hours, or at least twelve (12) hours in advance of starting scheduled overtime, shall furnish their own meals for the first eight-hour working schedule, the same as on a regular shift. The midshift meal shall ordinarily be scheduled not less than four nor more than six hours from the beginning of scheduled overtime work.
- 14.2 Pursuant to SMC 4.20.325(A), when an employee is specifically directed by the City to work two (2) hours or longer beyond the end of their regular shift a meal allowance of thirty-five dollars (\$35.00) will be payable.
- 14.3 Call-outs - When an employee is called out pursuant to Appendix B one meal allowance in the amount of thirty-five dollars (\$35.00) shall be payable per employee per on-call shift.
- 14.4 When an employee is specifically directed by the City to work two (2) hours or longer prior to or after a reasonably continuous period of overtime equal to the length of such worker's regular shift, a meal allowance in the amount of thirty-five dollars (\$35.00) shall be payable.
- 14.5 During the term of this Agreement, all meal allowances payable pursuant to Art. 14 will be increased proportionate to the wage increases in, Art. 23.1.4 and 23.1.5 and rounded to the nearest dollar.
- 14.6 The Parties agree that Art. 14 is effective after full ratification of this Agreement by City Council and that retroactive adjustments to meal allowance/reimbursements for qualifying shifts prior to full ratification of this Agreement by City Council will not be made to employees covered under this Agreement.

ARTICLE 15. UNEMPLOYMENT COMPENSATION

- 15.1 When and if the City of Seattle is no longer required by Federal or State law to participate in any unemployment compensation program or finance unemployment compensation benefits, the City will implement a self-insured form of unemployment compensation for employees covered by this Agreement. The unemployment compensation will meet the following criteria:
 - 15.1.1 Provide coverage for employees who have completed one continuous year of service with the City immediately preceding layoff; provided, however, an employee who is on authorized leave of absence during the year immediately prior to layoff shall be deemed in continuous employment immediately preceding such layoff for purposes of eligibility for unemployment compensation benefits as provided herein, but such leave time when taken without pay shall not be included in the computation of the one-year requirement.
 - 15.1.2 Coverage will only apply to those employees who are laid off.
 - 15.1.3 Employees who are receiving compensation under this program must provide evidence of actively seeking employment.
 - 15.1.4 The weekly benefit will be the same as that of the State of Washington Unemployment Compensation Program, but shall be good for twenty-six (26) weeks only (no extended benefits).
- 15.2 Under no circumstances shall an employee be entitled to the City of Seattle unemployment compensation benefit while drawing a similar benefit from another source.

ARTICLE 16. UNION REPRESENTATIVES

- 16.1 The authorized representatives of the Union signatory to this Agreement shall be allowed admission to any job at any reasonable time for the purpose of investigating conditions existing on the job. Such authorized labor representatives shall confine their activities during such investigations to matters relating to this Agreement, and will first make their presence known to management.
- 16.2 The Union's Business Manager and/or Representative shall have the right to appoint a Steward at any shop or on any job where workers are employed under the terms of this Agreement. The Steward shall see that the provisions of this Agreement are observed, and they shall be allowed reasonable time to perform these duties during regular working hours. The City shall be furnished with the names of Stewards so appointed. Under no circumstances shall the City dismiss or otherwise discriminate against an employee for making a complaint or giving evidence with respect to alleged violation of any provision of the Agreement.
- 16.3 Employees elected or appointed to office with the IBEW, Local 77 Union which requires a part or all of their time shall be given an unpaid leave of absence of up to one (1) year upon application. They shall not lose their seniority established with the Department at the time of the leave of absence.

ARTICLE 17. SAFETY AND HEALTH

- 17.1 All work shall be done in a competent and workmanlike manner, and in accordance with the State of Washington Safety Codes. Where higher standards are specified by the City standards as appropriate than those called for as a minimum by State Construction Code - then the City standards shall prevail.
- 17.2 It shall not be considered a violation of this Agreement for an employee to refuse to work with unsafe equipment, where adequate safeguards are not provided or when the facilities are not being maintained in a sanitary condition. An employee who is involved in such a work stoppage shall not be disciplined or suffer any loss of wages for such action if one of the three conditions as described above actually prevailed at the time of the work stoppage. Any questions regarding the merits of safe vs. unsafe conditions shall be judged pursuant to Section 17.1.
- 17.3 All employees in classifications whose work requires them to climb or use Man lift equipment, shall be instructed in pole-top rescue and resuscitation to become and remain proficient in its application.
- 17.4 All employees whose work requires them to work on elevated structures or in vaults, manholes and handholes shall be instructed in a system of rescue and resuscitation at least once a year in order to become and remain proficient in its application. A record of such training and individual performance shall be kept. When instructors of these rescue systems are selected from the Local 77 bargaining unit, they shall be compensated at their regular rates of pay when receiving CPR Instructor training.
- 17.5 All electrical employees shall be offered yearly first aid training.
- 17.6 Any employee who is disabled in the discharge of his/her duties and if such disablement results in absence from their regular duties, shall receive compensation, except as otherwise hereinafter provided, from the City in the amount their normal pay exceeds any state disability compensation to equal eighty percent (80%) of the employee's normal hourly rate of pay, not to exceed two hundred sixty-one (261) regularly scheduled workdays counted from the first regularly scheduled workday on or after the fourth calendar day following the injury; provided the disability sustained must qualify the employee for benefits under State Industrial Insurance and Medical Aid Acts (RCW 51).
- 17.6.1 If an employee is moved to the State Industrial Insurance after 261 days, the City shall notify the union and allow the union to be present with the employee during the accommodation meetings.
- 17.6.2 Whenever an employee is injured on the job and compelled to seek immediate medical treatment, the employee shall be compensated in full for the remaining part of the day of injury without effect to their sick leave or vacation account. Scheduled workdays falling within only the first three (3) calendar days following the day of injury shall be compensable through accrued sick leave. Any earned vacation may be used in a like manner after sick leave is exhausted, provided that, if neither accrued sick leave nor accrued vacation is

available, the employee shall be placed on no pay status for these three (3) days; provided further that this shall constitute the only authorized use of sick leave or vacation by an employee whose disability claim is subsequently approved. If the period of disability extends beyond seven consecutive (7) calendar days, then (1) any accrued sick leave or vacation leave utilized that results in absence from his/her regular duties (up to a maximum of eighty percent (80%) of the employee's normal hourly rate of pay per day) shall be reinstated by Workers' Compensation or (2) if no sick leave or vacation leave was available to the employee at that time, then the employee shall thereafter be compensated for the three (3) calendar days at the eighty percent (80%) compensation rate described in Section 17.6.

- 17.6.3 Such compensation shall be authorized by the Personnel Director or designee with the advice of such employee's department head on request from the employee supported by satisfactory evidence of medical treatment of the illness or injury giving rise to such employee's claim for compensation under Seattle Municipal Code 4.44, as now or hereinafter amended.
- 17.6.4 Compensation for holidays and earned vacation falling within a period of absence due to such disability shall be at the normal rate of pay but such days shall not be considered as regularly scheduled workdays as applied to the time limitations set forth within Section 17.6. Disabled employees affected by the provisions of SMC 4.44 shall continue to accrue vacation and sick leave as though actively employed during the period set forth within Section 17.6.
- 17.6.5 Any employee eligible for the benefits provided by SMC 4.44 whose disability prevents them from performing their regular duties but in the judgment of their physician could perform duties of a less strenuous nature, shall be employed at their normal rate of pay in such other suitable duties as the department head shall direct, with the approval of such employee's physician until the Personnel Director requests closure of such employee's claim pursuant to SMC 4.44 or RCW 51, as now or hereinafter amended.
- 17.6.6 Sick leave shall not be used for any disability herein described except as allowed in Section 17.6.2.
- 17.6.7 Appeals of any denials under this Article shall be made through the Department of Labor and Industries as prescribed in RCW 51.

ARTICLE 18. WORK OUTSIDE OF CLASSIFICATION

- 18.1 In cases of extreme emergencies, employees may be required to perform work outside of their classification. In such a case the employee affected shall, whenever practicable, be under the direct supervision of a crew chief or other employee who regularly performs the work.
- 18.2 Employees assigned by management to perform the duties of a higher-paid classification for a period of four (4) consecutive hours or longer shall be paid at the rate established for such classification while performing such duties.

ARTICLE 19. MISCELLANEOUS

- 19.1 The City shall provide bulletin board space for the use of the Union in areas accessible to the members of the bargaining unit; provided, however, that said space shall not be used for notices which are political in nature. All material posted shall be the responsibility of the Shop Steward and shall be officially identified as International Brotherhood of Electrical Workers.
- 19.2 Employees relieved from duty except for cause during the first half of the day or shift shall receive not less than one-half day's pay; if relieved from duty except for cause after having been on duty more than one-half day, they shall receive a full day's pay, unless relieved at their own request.
- 19.3 All employees who directed by the Department to use their own transportation for Department business shall be reimbursed at a rate to reflect the United States Internal Revenue Service cents per mile rate as announced in that year, or immediately prior thereto, for purposes of United States Income Tax deductions for use of a privately owned automobile for business purposes.
- 19.4 The employees covered by this Agreement may examine their Personnel File in the department's human resources office in the presence of the Director of People and Culture or a designee. Employees who disagree with material included in their Personnel File may insert a statement relating to the disagreement in their Personnel File.

ARTICLE 20. WORKING RULES

- 20.1 The schedule for the days to work and the days off are determined by management in accordance with the provisions of this Agreement and go with the job and not the employee, and an employee exercising the option for the change from one job to another assumes the days of work and days off of the new job, and anything pertaining to their schedule for the old job ceases at the beginning of the new job.
- 20.2 When an employee is assigned to a role in which they have had no previous experience, he/she shall be given a reasonable break-in period with an experienced employee in that role.
- 20.3 All employees working on poles, towers, or suspense-type platforms seventy-five (75) feet above ground or higher shall receive additional compensation while actually working at these heights. This additional compensation shall be at the straight-time rate in addition to the normal rate in effect at the time the work is being performed. This rule shall not apply when employees are working on the roofs of buildings where no exceptional hazard exists.
- 20.4 Employees shall not be required to report before or after their regular work shift for the purpose of picking up vehicles or materials for use during their regular work shift.
- 20.5 The City shall endeavor to schedule required meetings during the Signal Shop's core business hours of 7:00am to 3:30pm. When a required meeting (e.g. SDOT all-staff meeting) is scheduled outside the Signal Shop's core business hours, the City will provide at least two (2) weeks advance notice of the meeting when possible. The City acknowledges that this happens rarely and that most required meetings can be scheduled within the Signal Shop's core business hours. Schedule variances due to these types of infrequent meetings are exempt from Art. 13.2.
- 20.6 Headquarters shall be where adequate toilet, washrooms, lunchroom, and locker facilities are available for use by employees assigned thereto and where their tools and clothing may be kept in a safe, dry, and warm place.
- 20.7 Necessary travel from headquarters to job locations and back to headquarters shall be part of the employee's work time, and any transportation necessary shall be provided by the City.
- 20.8 Requests for reassignments within classification from one crew assignment to another crew assignment need not be considered by the City when the applicant does not possess the knowledge, skill, adaptability and physical ability required for the reassignment.
- 20.9 All framing and erection of poles shall be done by Signal Electricians.
- 20.10 All tree trimming performed under this Agreement where there is a possibility of contact with transmission or distribution circuits will be done by Signal Electricians.

- 20.11 A crew pulling cables with a power winch shall include not less than two (2) Journey Signal Electricians and shall be supervised by a Crew Chief.
- 20.12 When three (3) employees are working on one specific job and the regular Crew Chief is absent from the premises for more than two (2) hours, one Journey Signal Electrician shall be in temporary charge (Journey-In-Charge) while so assigned and shall be compensated while serving in this capacity. This employee may be required to use tools.
- 20.13 The basic crew structure is based on a ratio of up to 8:1 Signal Electricians to Crew Chiefs, for a total of up to nine (9). Crew structure may vary, depending on the availability of employees (e.g. vacancies, sick leave, vacation, training, or other leave of absence) scheduled shifts and/or assigned work tasks. Crew Chiefs (other than the Crew Coordinator) will be considered working Crew Chiefs and may use tools to support the crew when necessary. Crew Chiefs shall be non-working if they are supervising a crew consisting of 6 or more workers.
- 20.14 The Crew Chief Assigned Crew Coordinator position will be filled by way of a hiring process run by the department.
- 20.15 Out-of-class Crew Chief – When four (4) or more Signal Electricians are working on one specific job, and the Crew Chief is off the premises for more than two (2) consecutive hours, one Journey Signal Electrician shall be designated as an out-of-class Crew Chief and shall be compensated while serving in this capacity. This employee may be required to use tools.
- 20.16 A Crew Chief shall not supervise at one time more than eight (8) crew jobs on which supervision is normally required.
- 20.17 On scheduled overtime jobs the work will be assigned to employees in the proper classifications.
- 20.18 All hot work on underground distribution cables carrying over 300 v to ground shall be done by Journey Signal Electricians.
- 20.19 Signal Electricians working alone shall perform those one-person jobs normally required for continuity of service.
- 20.20 On the first paycheck in April of each calendar year, for the term of this agreement, all employees covered by this agreement shall receive an annual allowance of \$325.00 for the purchase of protective footwear, clothing, tools, and equipment. Newly hired employees shall receive this allowance within 2 pay periods after the date of hire. All employees covered under this agreement are eligible to receive this allowance a maximum of once per calendar year. One pair of FR Coveralls per contract cycle shall be provided by the employer for each employee covered under this agreement.

- 20.21 If the job responsibilities of the classification of work to which an employee is regularly appointed or is assigned on an out-of-class basis involves the driving of vehicles requiring the driver to have a State Commercial Driver's License (CDL), the Department shall pay for the cost of employee driver's training to obtain their CDL. Driving school fees shall be paid by the Department directly to the authorized trainer. Employees shall be reimbursed for one successful written and one successful skills test. The City shall pay for all fees associated with obtaining and maintaining an EL01 license and a CDL. These fees will not include any lost time payments for schooling that may be necessary. The City shall pay the rates charged by City-identified clinics for the physical exam required to obtain or renew the license. Employees shall be notified of clinics offering the physical exam at this rate. If an employee is covered by a City medical plan which includes coverage for physical exams for this purpose, the employee may have the exam form completed through the plan's providers and seek partial reimbursement through the City. The City shall make a reasonable effort to make City trucks or equipment available for skill tests.
- 20.22 Request for assistance will be made when necessary, due to lack of expertise, to solve a sophisticated field problem; or for safety purposes, a request may be made to provide security assistance. For hours outside standard weekday shifts scheduled pursuant to Art. 13.2, the department shall endeavor to assign at least two (2) person crews when possible.
- 20.23 A minimum of two (2) employees will be assigned to aerial work.
- 20.24 The Crew Coordinator will not to use tools except in case of emergency, and for spot checking and training purposes.
- 20.25 Management may assign employees in the Crew Coordinator classification to work scheduled overtime when there is an operational need for the Crew Coordinator.
- 20.26 Correction of Payroll Errors - In the event it is determined there has been an error in an employee's paycheck, an underpayment shall be corrected within two pay periods; and, upon written notice, an overpayment shall be corrected as follows:
- A. If the overpayment involved only one paycheck;
 - 1. By payroll deductions spread over two pay periods; or
 - 2. By payments from the employee spread over two pay periods.
 - B. If the overpayment involved multiple paychecks, by a repayment schedule through payroll deduction not to exceed twenty-six (26) pay periods in duration, with a minimum payroll deduction of not less than twenty-five dollars (\$25.00) per pay period.
 - C. If an employee separates from the City service before an overpayment is repaid, any remaining amount due the City will be deducted from his/her final paycheck(s).

- D. By other means as may be mutually agreed between the City and the employee. The Union Representative may participate in this process at the request of the involved employee. All parties will communicate/cooperate in resolving these issues.

ARTICLE 21. SAVINGS CLAUSE

- 21.1 Should any part hereof or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation, or by any decree of a court of competent jurisdiction, such invalidation of such part or position of this Agreement shall not invalidate the remaining portions thereof; provided, however, upon such invalidation that parties agree immediately to meet and negotiate such parts of provisions affected. The remaining parts or provisions shall remain in full force and effect.

ARTICLE 22. SUBORDINATION OF AGREEMENT

- 22.1 It is recognized that the City is dedicated to the accomplishment of the municipal functions for which it was created, and all applicable Federal and State laws, the City Charter and City ordinances are paramount.

ARTICLE 23. RATES OF PAY

23.1.1 The base wage rates **effective January 23, 2023**, will be increased by five percent (5%).

23.1.2 The base wage rates **effective on January 23, 2024**, will be increased by four and one half percent (4.5%).

23.1.3 The base wage rates **effective on January 23, 2025**, are:

Title	Step1	Step 2	Step 3	Step 4	Step 5
Signal Electrician	58.65	61.00	63.26	65.68	68.14
Signal Electrician (Assigned in Charge of 3-Member Crew)	62.02	64.43	66.82	69.36	71.99
Signal Electrician, Crew Chief	63.26	65.68	68.14	70.62	73.39
Signal Electrician, Crew Chief (Assigned Crew Coordinator)	65.68	68.14	70.62	73.39	76.21

23.1.4 The base wage rates effective on **January 23, 2026**, shall be computed to reflect a percentage increase equivalent to one hundred percent (100%) of the percentage increase in the Seattle-Tacoma-Bellevue area Consumer Price Index for June 2024 over the same index for June 2025; provided, however, said percentage increase shall not be less than two percent (2%) nor shall it exceed four percent (4%) The index used shall be the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), All Items, Revised Series (1982-84=100), covering the period June 2024 – June 2025 as published by the Bureau of Labor Statistics. The resulting percentage increase shall be rounded to the nearest tenth (10th) of a percent.

23.1.5 The base wage rates effective on **January 23, 2027**, shall be increased by one percent (1%). After applying the one percent (1%) increase to the base wage rate, the base wage rate shall be further computed to reflect a percentage increase equivalent to one hundred percent (100%) of the percentage increase in the Seattle-Tacoma-Bremerton area Consumer Price Index for June 2025 over the same index for June 2026; provided, however, said percentage increase shall not be less than one and a half percent (1.5%) nor shall it exceed three percent (3%). The index used shall be the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), All Items, Revised Series (1982-84=100), covering the period June 2025 – June 2026 as published by the Bureau of Labor Statistics. The resulting percentage increase shall be rounded to the nearest tenth (10th) of a percent.

- 23.2 In the event the "Consumer Price Index" becomes unavailable for purposes of computing any one of the afore-referenced increases, the parties shall jointly request the Bureau of Labor Statistics to provide a comparable index for purposes of computing such increase and if that is not satisfactory, the parties shall promptly undertake negotiations solely with respect to agreeing upon a substitute formula for determining a comparable adjustment.
- 23.3 Shift Differential - An employee who is scheduled pursuant to Art. 13.2 to work at least four (4) hours of any regular shift outside the Signal Shop's core business hours of 7:00am to 3:30pm Monday through Friday-will be paid a shift premium of \$1.25 per hour for all hours worked during the regular shift. In a qualifying shift, shift differential will be paid for hours worked as opposed to time-off with pay other than sick leave. Shift differential is not payable during call-outs and will not be included in the base pay for purposes of calculating the overtime pay rate.

ARTICLE 25. DISCIPLINE

- 25.1 The City/Department may suspend, demote or discharge an employee for just cause.
- 25.2 The parties agree that in their respective roles primary emphasis shall be placed on preventing situations requiring disciplinary actions through effective employee-management relations. The primary objective of discipline shall be to correct and rehabilitate, not to punish or penalize. To this end, in order of increasing severity, the disciplinary actions which the City/Department may take against an employee include:
- A. Verbal warning
 - B. Written reprimand
 - C. Suspension
 - D. Demotion
 - E. Termination
- Which disciplinary action is taken depends upon the seriousness of the affected employee's conduct.
- 25.3 In cases of suspension, demotion or discharge, the specified charges shall be furnished to the Union and the employee in writing.
- 25.4 The Union/employee covered by this Agreement must, upon initiating an appeal relating to disciplinary action, use either the grievance procedure contained herein or pertinent procedures regarding disciplinary appeals to the Civil Service Commission. Under no circumstances may the Union/employee use both the contract grievance procedure and Civil Service Commission procedures relative to the same disciplinary action.
- 25.5 Provided an employee has received no further or additional discipline in the intervening period, a verbal warning or written reprimand may not be used for progressive discipline after two (2) years other than to show notice of any rule or policy at issue.
- 25.6 Discipline that arises as a result of a violation of workplace policies of City Personnel Rules regarding harassment, discrimination, retaliation, or workplace violence, shall not be subject to Section 25.5 of this agreement.
- 25.7 The appointing authority may suspend, demote or discharge a probationary employee without just cause.

ARTICLE 26. VEBA

- 26.1 VEBA Benefit - Each bargaining unit will conduct a vote to determine whether to participate in a Health Reimbursement Account (HRA) Voluntary Employee Benefits Association (VEBA) to provide post-retirement medical expense benefits to members who retire from City service.

Contributions from Unused Paid Time off at Retirement:

A. Eligibility-to-Retire Requirements:

1. 5-9 years of service and are age 62 or older,
2. 10-19 years of service and are age 57 or older,
3. 20-29 years of service and are age 52 or older, or
4. 30 years of service and are any age

B. The city will provide each bargaining unit with a list of its members who are expected to meet any of the criteria in paragraph A above as of 12/31/2027.

C. If the members of the bargaining unit who have met the criteria described in paragraph A above vote to require VEBA contributions from unused paid time off, then all members of the bargaining unit who are deemed eligible to retire and those who will become eligible during the life cycle of this contract shall, as elected by the voting members of the bargaining unit:

1. Contribute 35% of their unused sick leave balance into the VEBA upon retirement; or
2. Contribute 50% of their unused vacation leave balance into the VEBA upon retirement; or
3. Contribute both 35% of their unused sick leave balance and 50% of their unused vacation leave balance upon retirement.

Following any required VEBA contribution from a member's unused sick leave, the remaining balance will be forfeited; members may not contribute any portion of their unused sick leave balance to the City of Seattle Voluntary Deferred Compensation Plan or receive cash.

D. If the members of the bargaining unit who have satisfied the eligibility-to-retain requirements described in paragraph A above do not vote to require VEBA contributions from unused sick leave, members may either:

1. Transfer 35% of their unused sick leave balance to the City of Seattle Voluntary Deferred Compensation Plan, subject to the terms of the Plan and applicable law; or
2. Cash out their unused sick leave balance at 25% to be paid on their final paycheck.

In either case, the remaining balance of the member's unused sick leave will be forfeited.

Contributions from Employee Wages:

If the bargaining unit votes to require VEBA contributions from employee wages, then all members of the bargaining unit shall, as elected by the bargaining unit as to all of its members, make a mandatory employee contribution of one of the amounts listed below into the VEBA while employed by the City:

1. \$25 per month
2. \$50 per month

The City assumes no responsibility for the tax consequences of any VEBA contributions made by or on behalf of any member. Each union that elects to require VEBA contributions for the benefit of its members assumes sole responsibility for insuring that the VEBA complies with all applicable laws, including, without limitation, the Internal Revenue Code, and agrees to indemnify and hold the City harmless for any taxes, penalties and any other costs and expenses resulting from such contributions.

Members are not eligible to deposit their sick leave cash out into their deferred compensation account or receive cash.

If the eligible-to-retain members of the bargaining unit vote to reject the VEBA, all members of the bargaining unit who retire from City service shall be ineligible to place their sick leave balance into a VEBA account. Instead, these members shall have two choices:

1. Members can transfer their sick leave balance at 35% and deposit those dollars into their deferred compensation account. The annual limits for the deferred compensation contributions as set by the IRS would apply; or
2. Members can cash out their sick leave balance at 25% and receive the dollars as cash on their final paycheck.

- 26.2 Sabbatical Leave and VEBA - Members of a bargaining unit that votes to accept the VEBA and who meet the eligible-to-retain criteria are not eligible to cash out their sick leave at 25% as a part of their sabbatical benefit. Members who do not meet the eligible-to-retain criteria may cash out their sick leave at 25% in accordance with the sabbatical benefit.

EXECUTION OF THIS AGREEMENT

Signed this 28th day of October, 2025

CITY OF SEATTLE
Executed under the Authority
of Ordinance 121088.

LOCAL UNION 77, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS



Bruce A. Harrell, Mayor



Rex Habner (11/07/2025 09:42:49 HST)

Rex Habner, Business Manager



Chase Munroe
Interim Labor Relations Director



Steven A Kovac (10/30/2025 12:49:02 PDT)

Steve Kovac,
Business Representative



Jana Weaver (10/30/2025 14:36:07 PDT)

Jana Weaver
Labor Negotiator

APPENDIX A. RATES OF PAY

- A.1 Effective January 23, 2023, base hourly wage rates shall be increased as described in Articles 23.1 and 23.1.1 and shall be as follows:

Title	Wage Rate
Journey-Level Signal Electrician	\$59.35
Signal Electrician (Assigned in Charge of 3-Member Crew)	\$61.72
Signal Electrician, Crew Chief	\$64.21
Signal Electrician, Crew Chief (Assigned Crew Coordinator)	\$64.21

- A.1.1 Effective January 23, 2023, the base hourly wage rates for the Signal Electrician Apprentice in relation to the Journey-Level Signal Electrician rates listed in A.1 shall be calculated as follows:

Step	Hours	Percent of Journey Rate
1	0-6 months	67%
2	7-12 months	73%
3	13-18 months	77%
4	19-24 months	83%
5	25-30 months	89%
6	31-36 months	95%

- A.2 Effective January 23, 2024, the base hourly wage rates shall be increased as described in Article 23.1.2 and shall be as follows:

Title	Wage Rate
Journey-Level Signal Electrician	\$62.02
Signal Electrician (Assigned in Charge of 3-Member Crew)	\$64.50
Signal Electrician, Crew Chief	\$67.10
Signal Electrician, Crew Chief (Assigned Crew Coordinator)	\$67.10

- A.2.1 Effective January 23, 2024, the base hourly wage rates for the Signal Electrician Apprentice in relation to the of the Journey-Level Signal Electrician rates listed in A.2 shall be calculated as follows:

Step	Hours	Percent of Journey Rate
1	0-6 months	67%
2	7-12 months	73%
3	13-18 months	77%
4	19-24 months	83%
5	25-30 months	89%
6	31-36 months	95%

A.3 Effective January 23, 2025, base hourly wage rates shall be increased as described in Article 23.1.3 and shall be as follows:

Title	Step1	Step 2	Step 3	Step 4	Step 5
Signal Electrician	58.65	61.00	63.26	65.68	68.14
Signal Electrician (Assigned in Charge of 3-Member Crew)	62.02	64.43	66.82	69.36	71.99
Signal Electrician, Crew Chief	63.26	65.68	68.14	70.62	73.39
Signal Electrician, Crew Chief (Assigned Crew Coordinator)	65.68	68.14	70.62	73.39	76.21

A.3.1 Effective January 23, 2025, the base hourly wage rates for the Signal Electrician Apprentice in relation to the of the Journey-Level Signal Electrician rates listed in A.3 shall be calculated as follows:

Step	Hours	Percent of Step 1 of Journey Rate
1	0-6 months	67%
2	7-12 months	73%
3	13-18 months	77%
4	19-24 months	83%
5	25-30 months	89%
6	31-36 months	95%

A.4 Effective January 23, 2026, base hourly wage rates shall be increased as described in Article 23.1.4.

- A.4.1 Effective January 23, 2026, the base hourly wage rates for the Signal Electrician Apprentice in relation to the of the Journey-Level Signal Electrician rates listed as described in Article 23.1.4 shall be calculated as follows:

Step	Hours	Percent of Step 1 of Journey Rate
1	0-6 months	67%
2	7-12 months	73%
3	13-18 months	77%
4	19-24 months	83%
5	25-30 months	89%
6	31-36 months	95%

- A.5 Effective January 23, 2027, base hourly wage rates shall be increased as described in Article 23.1.5.

- A.5.1 Effective January 23, 2027, the base hourly wage rates for the Signal Electrician Apprentice in relation to the of the Journey-Level Signal Electrician rates listed as described in Article 23.1.5 shall be calculated as follows:

Step	Hours	Percent of Step 1 of Journey Rate
1	0-6 months	67%
2	7-12 months	73%
3	13-18 months	77%
4	19-24 months	83%
5	25-30 months	89%
6	31-36 months	95%

APPENDIX B. CALL-OUTS

Call-out Procedures

Effective following full ratification of this agreement by the Seattle City Council, the Seattle Department of Transportation (SDOT) and IBEW Local 77 have negotiated and agreed to the following call-out procedure that replaces and supersedes all existing agreements, past practices, processes and procedures regarding call-outs:

B.1 Objectives:

Remedy or mitigate hazards in or affecting the Right of Way in a timely fashion outside of standard weekday shift hours.

Distribute call-outs in an agreed upon manner.

Address each call-out safely and efficiently.

B.2 Definitions:

Call-out: A call-out is when it is necessary for the on-call crew to provide required maintenance to an electrical asset to remedy or mitigate hazards in or affecting the right of way outside of regularly scheduled weekday shift hours. Pay for call-outs is pursuant to Section 6, below. Pursuant to Section 6C, below, a call-out begins upon the employee's arrival at the Signal Shop and ends when the employee leaves the Signal Shop. A call-out is not scheduled overtime as defined by the Art. 13.11.

On-call shift: Management may schedule on-call shifts any time outside the regularly scheduled weekday shift hours. Each employee assigned to the on-call shift must remain contactable through an employer-provided mobile phone and be in a state of readiness to receive communications from Charles St. Dispatch ("Dispatch") and/or management. If an employee who is on-call misses a call from Dispatch and/or management during the on-call shift, the employee must respond via phone within fifteen (15) minutes of the time the voicemail is left. If called out, the employee is expected to arrive at the Signal Shop within seventy-five (75) minutes of ending the call with Dispatch or management. Pay for the on-call shift shall be pursuant to Art. 13.6 and Section 6, below.

On-call crew: Two (2) employees will be scheduled for every on-call shift and shall co-respond to each call-out during the on-call shift. Signal Electricians and Crew Chiefs are eligible to be assigned to the on-call crew.

B.3 Responsibilities of the On-Call Crew:

Dispatch will call-out the on-call crew members based on a list of hazards in or affecting the right of way that require maintenance outside standard weekday shift hours. This list of hazards will be agreed to by the union and contain recommended staffing levels and will be provided by management to Dispatch, with a copy to the union. The list of hazards is subject to modification by the Appointing Authority and/or Executive Order. The parties

agree that the list of hazards is specific to the SDOT Signal Shop and does not include declared emergencies or legislative changes affecting declared emergencies.

The on-call crew shall notify Dispatch and management via TEAMS messages when the required maintenance has been completed. If the issue cannot be remedied by the on-call crew, they will notify Dispatch via phone call. No further calls will be dispatched to the location during that on-call shift. Employees will be trained in the proper use of TEAMS messaging for purposes of call-outs.

B.4 Scheduling the on-call crew:

All non-probationary and non-trial service Signal Electricians and Crew Chiefs may sign up to be scheduled for on-call shifts. Probationary and trial service Signal Electricians and Crew Chiefs shall be allowed to sign up after thirty (30) days of employment within the classification subject to management approval. The sign-up period is the first full two (2) weeks of February, May, August, and November. After the sign-up period, management shall assign the on-call crew in one-week intervals concurrent with the City's workweek (Wednesday through Tuesday). The on-call schedule shall be posted quarterly, with a copy to Dispatch. Management will provide phones, which will be passed from the previous week's on-call crew to the next week's on-call crew by 2:00PM on Wednesdays except City Holidays (excluding Personal Holidays) as defined by Art. 11.1.

While signing up for the on-call crew is voluntary, once on-call shifts are assigned, it is expected that the employee works the scheduled shifts. Trading shifts is permitted with management approval. Employees must notify Dispatch of the trade before the end of the regular shift. Failure by the employee to notify Dispatch of an on-call shift trade may result in an unauthorized absence. Employees may not be assigned an on-call shift and a scheduled overtime shift on the same day. Journey-in-Charge compensation is not payable for call-outs.

If insufficient volunteers sign up for the on-call crew, it will be addressed first through emergency JLMC. Management reserves the right to contract out work when staffing levels are insufficient to cover the work.

B.5 Responsibilities of Charles St. Radio Dispatchers:

The role of the Charles St. Radio Dispatcher ("Dispatcher") is to call-out the on-call crew as described in Section 3, above.

Additionally, the Dispatchers will follow the procedures set forth below:

1. In the case of a dark intersection, the Dispatcher will:
 - i. Have Seattle Response Team ("SRT") verify that the intersection is dark.
 - ii. Contact City Light Dispatch to check for known power outage, either scheduled or emergency.

- iii. If City Light cannot verify a known power outage, the Dispatcher will then contact the appropriate on-call crew member.
 - iv. SRT will instruct other workers to not to touch any signal equipment or wires unless it is a life or limb situation.
2. In case of equipment damage, the Dispatcher will:
- a. Have SRT, as accurately as possible, identify the type of equipment damaged. This helps the on-call crew members know whether to request assistance from additional crew member(s).
 - b. Have SRT protect the area with barricades or cones until the on-call crew arrive. Under no circumstances should SRT come into contact with any wiring or cables or equipment.
 - c. When the area is secure, the Dispatcher will then notify the responding on-call crew member(s) and the crew will proceed with the response. If there is a safety concern, the on-call crew may ask Dispatch to request SRT, SPD or private security for additional safety watch. If the safety issue cannot be addressed the crew will leave the area.

B.6 Pay for call-outs:

A. On-call premium:

Each on-call crew member shall be paid an on-call shift premium in the total amount of \$100.00 for each weekday on-call shift they work and \$150.00 for each scheduled weekend and City Holiday on-call shift they work. If the employee works the on-call shift, the on-call premium is payable regardless of whether they are called out during the on-call shift. The on-call premium is in lieu of standby pay pursuant to the Personnel Rules and SMC 4.21. On-Call premiums are payable for eligible shifts worked after full ratification of this Agreement by Seattle City Council. On-Call premiums will be increased proportionate to the wage increases in, Art. 23.1.4 and 23.1.5 and rounded to the nearest dollar.

B. Overtime Rate of Pay:

Pursuant to Art. 13.6, overtime shall be paid at a rate of two (2) times the employee's regular, straight-time hourly pay.

C. Overtime Pay when called out:

When called out, each on-call crew member shall be paid at the overtime rate described in Art. 13.6. Each time an employee is called-out during an on-call shift, hourly pay at the employee's overtime rate begins upon arrival at the Signal Shop and ends when the employee leaves the Signal Shop. If an employee is called out during an on-call shift, they will be paid for a minimum of two (2) hours at their overtime rate (the equivalent of four

(4) hours straight time pay) per call-out unless a call from dispatch is received while the employee is on a call-out and before the employee has left the Signal Shop. In that case, hourly pay at the employee's overtime rate shall continue.

D. Travel Premium

When called-out, each on-call crew member shall be paid a travel premium equivalent to two and a half (2 1/2) hours of the employee's overtime pay rate. It is expected that employees who are called-out arrive at the Signal Shop within seventy-five (75) minutes of ending the call with Dispatch. Additional travel premium is not payable when a call from Dispatch is received while an employee is already on a call-out. If, during an on-call shift, an employee receives a call from Dispatch within 30 minutes of leaving the Signal Shop after completing a call-out, travel premium is not payable for the next call-out.

E. Rest Periods

1. When the last call-out of an on-call shift ends eight (8) hours or less before the start of the employee's next regularly scheduled shift, the employee shall have eight (8) hours of consecutive relief from duty before returning to regularly scheduled shift hours at straight time pay. Pay for the rest period is equivalent to eight (8) hours at the employee's regular, straight time hourly pay rate and all hours of the rest period that fall within the employee's regular shift hours will be paid as regular shift hours. Relief from duty begins when the employee leaves the Signal Shop, after returning the truck. If an on-call crew is still working at the start time of the regularly scheduled shift, management has sole discretion to reassign the work to a regular shift crew or have the on-call crew complete the work and prorate the rest period pursuant to B.6E(4) below. An employee beginning a rest period who is not scheduled for the next on-call shift shall leave the on-call phone in the Signal Shop.
2. If the rest period extends into part of the employee's regular shift, the employee may, upon completion of the rest period and with management approval, work the remainder of the shift or use sick leave, vacation, comp time or unpaid leave to cover the remaining shift hours.
3. Subsections 1 and 2, above, do not apply when the last call-out of an on-call shift ends more than eight (8) hours before the start of the employee's next regularly scheduled shift.
4. Management has sole discretion to schedule employees during the rest period described in Section B.6(A) when operations require additional staffing. When management schedules an employee during a rest period, the rest premium is prorated and paid based on the hours actually rested and rounded to the nearest hour, the employee forfeits the remainder of the rest period, and all hours worked during the rest period shall be paid at the employee's overtime rate described in Art. 13.6.

F. Additional employees who may be called-out

If the scheduled on-call crew determines that additional crew members are needed for a call-out, they will notify Dispatch. Dispatch will use the Signal Shop's overtime list and call additional crew starting with the employee with the least number of overtime hours on the list. The overtime list will be updated approximately every two weeks and will be accessible by all employees covered under this agreement.

An employee who is not on-call and responds to a call-out is eligible to receive overtime per Art. 13.6, travel premium per App. B.6(D), meal allowance per Art. 14.4 and rest premium per App. B.6(E), when applicable. An employee who is not on-call is not eligible to receive the on-call premium per App.B.6(A).

The parties acknowledge that the vast majority of call-outs can be addressed by the two (2) person on-call crew.

APPENDIX C. APPRENTICESHIP

- C.1 The City, SDOT, and the Union recognize that the Washington State Apprentice and Training Council ("WSATC") has the authority to develop, administer and enforce apprenticeship program standards for the operation and success of apprenticeship and training programs and may change its rules, policy, and/or administrative practices. Upon WSATC notification of those changes, such rules, policy and/or administrative practices shall be recognized as part of this Agreement unless specifically addressed otherwise.
- C.2 Application of the standards and detailed procedure for the operation of the program, (including, but not limited to, work processes, apprentice rotation, changes to work schedule and administrative standards as defined in WAC 296-05-003), shall be recommended by the Apprenticeship Subcommittee to the City of Seattle Joint Apprenticeship Training Committee ("JATC"), and, when approved by the JATC, be recognized as a part of this Agreement. The areas and hours of training for all the apprenticeships may be changed upon recommendation of the Apprenticeship Subcommittee and approval by the JATC and the WSATC.
- C.3 Rules, regulations and requirements concerning Apprentices shall be furnished to employees and will be made available as provided in Art. 19.1.

C.4 All apprentices who have passed the journey level exam and satisfactorily completed the requirements for the Apprentice Program shall be granted journey level classification and status. Classification seniority for bidding purposes shall begin one (1) calendar year before the day the apprentice completes their apprenticeship. This Section does not guarantee any employment right beyond that of any other employee in the Bargaining Unit.

In cases where two (2) or more apprentices complete the program simultaneously, the following criteria shall be used to break ties, in the following descending order:

- A. Seniority in classification (per Schedule "A" title)
- B. Seniority in SDOT
- C. Examination score
- D. Seniority in City of Seattle
- E. Such other criteria as established by the Joint Labor Management Committee, in the event that there is still a tie between two or more bidders for the same specific purpose.

- C.5 Employees entering the apprenticeship (or pre-apprenticeship) from a regular City position in the electrical trades, or a IBEW, Local 77 represented position, shall enter that apprenticeship (or pre-apprenticeship) at the closest next higher pay step to the step currently being paid. Such step placement shall not result in a loss of pay unless the step the employee received prior to entering the apprenticeship exceeds the journey level pay of that appropriate journey level classification. In any case, the maximum pay for an apprentice shall not exceed the journey level pay of that classification. Those persons starting at other than the first period rate shall remain at their entry rate (other than cost of living increases) until such time as their progress through the apprenticeship will result in a wage increase.