



IBEW Local 483



October 22, 2014

This letter is intended to summarize the tentative agreement reached during negotiations, between the City of Tacoma and the Tacoma Joint Labor Committee. The enclosed legislative style contract identifies the changes agreed to during our negotiations. The two (2) year agreement covers the period from January 1, 2015 through December 31, 2016. Changes were made to the following articles, and the entire agreement was reformatted for consistency:

Article 1 – Term of Agreement
Article 2 – Recognition and Bargaining Matters
Article 3 – The Bargaining Process
Article 4 – Labor Management Committee
Article 5 – Grievance Adjustment
Article 6 – Enumeration of Benefits

1. The City will pay the claims or premiums associated with the medical insurance plan selected by the employee from the City's Health Care Trust.
2. Employees will continue to pay \$40 per month for employee only coverage and \$80 per month for family medical insurance coverage.
3. Employees will be eligible for a Wellness Credit for participation in the Wellness Program. To be eligible for the credit during 2015, employees will need to complete an initial health risk assessment and commit to complete one (1) wellness journey by a date determined by the Wellness Committee; to be eligible for the credit in 2016, employees will need to complete two (2) wellness journeys and an annual health risk assessment before September 30, 2015. The Wellness Committee will determine the additional details associated with participation in the Wellness Program.
4. In 2016, employees who elect to enroll in a High Deductible Health Plan (HDHP) will receive employer contributions to a Health Savings Account (HSA).
5. Dual Coverage – Employees or their eligible dependents may not be insured on more than one (1) medical insurance plan.
6. The City will continue to pay the full premium cost for dental and vision insurance.
7. Personal Time Off Plan language was added to the agreement.
8. Floating Holidays – Clarified that floating holidays may not be carried over from one year to the next, and may not be converted to cash.
9. The addition of two (2) unpaid holidays per calendar year granted to an employee for a reason of faith or conscience per RCW 1.16.050.

TACOMA
JOINT LABOR
COMMITTEE

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 483
TACOMA FIREFIGHTERS, LOCAL 31, IAFF
INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 117
PROFESSIONAL & TECHNICAL EMPLOYEES, LOCAL 17
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES, LOCAL 120
INTERNATIONAL ASSOCIATION OF MACHINIST AND AEROSPACE WORKERS, DISTRICT LODGE 160
INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 313



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10. Maintenance of a Labor Management Health Care Committee (aka Wellness Committee) to address issues regarding the City's insurance and Wellness Program.
11. The City will financially support the development and maintenance of an effective City-wide Wellness Program. Expenditures will be reviewed and approved by the Wellness Committee.
12. Medical Plans will include the addition of transgender benefits.
13. Revisions to the Tacoma Municipal Code regarding Sick Leave will be addressed through the Labor-Management Health Care Committee.

The tables below highlight changes to the medical plans for the Regence Preferred plan and the Group Health Options plan from the current design. Additional details of the plan changes are included in the agreement in Appendix A.

2014 Regence Preferred Plan (current)	2015 – 2016 Regence Preferred Plan
Deductible: (amount the EE pays) \$100 Individual \$300 Family	Deductible: (amount the EE pays) 2015 No Changes from 2014 2016 \$250 Individual \$500 Family
Pharmacy: (amount the EE pays) 20% coinsurance up to: Generic - \$5 max Brand formulary \$35 max Brand non-formulary - \$60 max Mail Order – 100 day supply for 3 copays	Pharmacy: (amount the EE pays) 100% coinsurance up to: Generic - \$5 max Brand Formulary - \$35 max Brand Non-Formulary - \$60 max Specialty Formulary - \$75 max Specialty Non-Formulary - \$150 max Mail Order – 90 days for 2 copays
	2016 Addition of a High Deductible Health Plan (HDHP) option with Health Savings Account (HSA) employer contribution as outlined in Appendix A.

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2014 Group Health Plan (current)	2015 – 2016 Group Health Plan
Deductible: (amount the EE pays) \$0 In-Network Individual \$100 Out-of-Network Individual \$0 In-Network Family \$200 Out-of-Network Family	Deductible: (amount the EE pays) 2015 No change from 2014 2016 \$250 Individual \$500 Family (deductible waived In-Network for all outpatient services except ER, outpatient surgery, outpatient lab & x-ray)
Preventive Care: (amount the EE pays) In-Network / Out-of-Network 0% / 100%	Preventive Care: (amount the EE pays) In-Network / Out-of-Network 0% / 0% + \$10 copay
Hospital Stay: (amount the plan pays) In-Network / Out-of-Network 100% / 80%	Hospital Stay: (amount the plan pays) In-Network / Out-of-Network 100% + EE pays \$100 per day x 3 days / 80% + EE pays \$100 per day x 3 days
Outpatient Surgery: In-Network / Out-of-Network 0% + \$20 copay / 20% + \$20 copay	Outpatient Surgery: In-Network / Out-of-Network 0% + \$100 copay / 20% + \$100 copay
Pharmacy: (amount the EE pays) \$10 / \$20 / \$40 at Group Health \$15 / \$25 / \$45 at outside pharmacy Mail Order – 90 day supply for 2 copays	Pharmacy: (amount the EE pays) \$5 / \$25 / \$50 at Group Health \$10 / \$30 / \$55 at outside pharmacy Mail Order – 90 day supply for 2 copays
	2016 Addition of a High Deductible Health Plan (HDHP) option with Health Savings Account (HSA) employer contribution as outlined in Appendix A.

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On behalf of the Tacoma Joint Labor Committee, thank you for your support and patience while we attempted to achieve the best possible agreement for our membership(s). Also, we would like to give a special thanks to Roberta Burnett, IBEW Local 483 Assistant Business Manager for her assistance with these negotiations. After ratification of the Agreement by your membership(s), the agreement will be scheduled for consideration by the Tacoma Public Utility Board and the Tacoma City Council in an expeditious manner.

Sincerely,

Alice A. Phillips – Chair, IBEW Local 483
 Matt Frank – Vice Chair, Tacoma Firefighters IAFF, Local 31
 Jeff Clark – Secretary-Treasurer, Teamsters, Local 117
 Terra Ament, Teamsters, Local 313
 Dylan Carlson, WSCCCE, Local 120
 Bobby Joe Murray, IAM 160
 Patrick Silvernale, PTE Local 17

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