



RESOLUTION NO. 40724

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Letter of Agreement negotiated between the City of Tacoma and Teamsters
3 Local Union No. 117, Tacoma Venues and Events Unit, to extend alternate
work schedules to address budget constraints.

4 WHEREAS the City has, for years, adopted the policy of collective
5 bargaining between the various labor organizations representing employees and
6 the administration, and

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8 WHEREAS Resolution No. 40182, adopted December 11, 2018, authorized
9 the execution of a two-year Collective Bargaining Agreement (“CBA”) between the
10 City of Tacoma and Teamsters Local Union No. 117, Tacoma Venues and Events
11 Unit (“Union”), on behalf of employees represented by said Union, and

12 WHEREAS the COVID-19 Pandemic has significantly impacted operations
13 and revenues at the City of Tacoma and Tacoma Venues and Events, and in
14 response to emergency proclamations, public health recommendations, financial
15 shortfalls, and in order to better provide for employee social distancing in the
16 workplace, the City has temporarily reduced or eliminated some services, and
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18 WHEREAS, pursuant to Resolution No. 40671, adopted October 13, 2020,
19 the City and Union executed a Letter of Agreement (“LOA”) to the CBA to address
20 these budget constraints, and
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22 WHEREAS the City and Union have negotiated a second LOA, effective
23 January 1, 2021, through March 31, 2021, which provides for the following: (1) the
24 extension of the 50/50 alternative work schedule approved pursuant to Resolution
25 No. 40671, where employees will be subject to a schedule alternating between one
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week in full-time status (40 hours), followed by a week with no scheduled hours, to address financial shortfalls, operational needs, and employee health, safety, and engagement; (2) the City will continue to pay the employer’s share of health and welfare benefits, and employee benefit premium deductions will continue via payroll deduction as if the employee were in a full-time status; and (3) employee leave accruals will be prorated based on the 50/50 schedule, and

WHEREAS it appears in the best interest of the City that the LOA negotiated by said Union and the City be approved; Now, Therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That the proper officers of the City are hereby authorized to execute the Letter of Agreement negotiated between the City of Tacoma and Teamsters Local Union No. 117, Tacoma Venues and Events Unit, said document to be substantially in the form of the document on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney