



## RESOLUTION NO. 40624

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 one-year Collective Bargaining Agreement between the City and the  
3 International Brotherhood of Electrical Workers, Local 483, Clerical Unit,  
4 effective retroactive to January 1, 2020, through December 31, 2020.

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

7 WHEREAS this resolution allows for the execution of a one-year Collective  
8 Bargaining Agreement (“CBA”) between the City and International Brotherhood of  
9 Electrical Workers, Local 483, Clerical Unit (“Union”), on behalf of the employees  
10 represented by said Union, and

11 WHEREAS the bargaining unit consists of approximately 172.5 budgeted,  
12 full-time equivalent (“FTE”) positions, with 119 FTEs assigned to General  
13 Government and 53.5 FTEs assigned to Tacoma Public Utilities, and

14 WHEREAS the CBA will provide for a wage increase of 3 percent retroactive  
15 to January 1, 2020, and

16 WHEREAS other changes include: (1) clarification language in Article 2,  
17 Union Recognition, regarding the employment status of City employees who are  
18 part of the Union, and may desire to act as the Union Business  
19 Manager/Representative; (2) legal requirements based on the *Janus v. AFSCME*  
20 *Council 31* court case; (3) amendment of the language in Article 9, Grievance  
21 Procedure, to provide for an optional step of grievance mediation; (4) providing  
22 bargaining unit employees within the Tacoma Police Department, a one-time, lump  
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1 sum payment of \$500 for 2020 in recognition of their assistance in the department's  
2 CALEA accreditation, and successful maintenance of the accreditation, and

3 WHEREAS the CBA was considered and approved by the Public Utility  
4 Board at its meeting of June 24, 2020, and

5 WHEREAS it appears in the best interests of the City that the CBA  
6 negotiated by said Union and the City be approved; Now, Therefore,

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

8 That the proper officers of the City are hereby authorized to execute the  
9 one-year Collective Bargaining Agreement between the City and International  
10 Brotherhood of Electrical Workers, Local 483, Clerical Unit, effective retroactive to  
11 January 1, 2020, through December 31, 2020, said document to be substantially in  
12 the form of the agreement on file in the office of the City Clerk.  
13  
14

15 Adopted \_\_\_\_\_  
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17 \_\_\_\_\_  
18 Mayor

19 Attest:  
20 \_\_\_\_\_  
21 City Clerk

22 Approved as to form:  
23 \_\_\_\_\_  
24 City Attorney

25 Requested by Public Utility Board  
26 Resolution No. U-11173