



RESOLUTION NO. 41441

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Letter of Agreement negotiated between the City of Tacoma and the
3 International Brotherhood of Electrical Workers, Local 483, Water Pollution
Control Unit.

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
8 WHEREAS Resolution No. 41041, adopted October 11, 2022, authorized the
9 execution of the three-year Collective Bargaining Agreement ("CBA") between the
10 City of Tacoma and the International Brotherhood of Electrical Workers, Local 483,
11 Water Pollution Control Unit ("Union"), on behalf of the employees represented by
12 said Union, and

13
14 WHEREAS the City and Union have negotiated a Letter of Agreement
15 ("LOA") to the CBA which provides for the following: (1) non-operations employees
16 who are called out and work three (3) or more hours (including travel time) of
17 overtime between midnight (12:00 a.m.) and four o'clock in the morning (4:00 a.m.),
18 except the night before a day-off shift, will be provided up to one-half (1/2) of their
19 regular shift (not to exceed five (5) hours) of rest time during the first half (1/2) of
20 their regular shift, paid at the straight time rate, and (2) with supervisor approval,
21 the employee may take the remaining balance of their regular shift off, using
22 accrued Personal Time Off (PTO), vacation, sick leave, or compensatory time to
23 cover the balance, and
24
25
26



1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

WHEREAS this pilot program will be effective through December 31, 2025,
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 the International
Brotherhood of Electrical Workers, Local 483, Water Pollution Control 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