



RESOLUTION NO. 40623

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 one-year Collective Bargaining Agreement between the City and Washington
3 State Council of County and City Employees, Local 120, effective retroactive
4 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 Washington State Council of
9 County and City Employees, Local 120 (“Union”), on behalf of the employees
10 represented by said Union, and

11 WHEREAS the bargaining unit consists of approximately 168.2 budgeted,
12 full-time equivalent positions, and

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

15 WHEREAS other changes include: (1) adding a new classification of Buyer,
16 Intern to the bargaining unit; (2) providing bargaining unit employees within the
17 Tacoma Police Department, a one-time, lump sum payment of \$500 for 2020 in
18 recognition of their assistance in the department’s CALEA accreditation and
19 successful maintenance of the accreditation; (3) modifying language in Article 4 –
20 Union Membership and Dues to reflect legal requirements based on the *Janus v.*
21 *AFSCME Council 31* court case; (4) adding an optional grievance mediation step in
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Article 5 – Grievance Procedure; and (5) clarifying the process for employees to request a job audit by the Human Resources Department, and

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

WHEREAS it appears in the best interests of the City that the CBA 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 one-year Collective Bargaining Agreement between the City and Washington State Council of County, City Employees, Local 120, effective retroactive to January 1, 2020, through December 31, 2020, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

City Attorney

Requested by Public Utility Board
Resolution No. U-11172