

Letter of Agreement
Between
Local No. 483
International Brotherhood of Electrical Workers
(Water Pollution Control Unit)
And
The City of Tacoma

Subject: Holiday Pay Clarification

This Letter of Agreement is entered into by and between IBEW Local No. 483 Water Pollution Control Unit (Local 483 WPC) and the City of Tacoma (the City) collectively referred to as the "Parties".

Wastewater treatment operations are a twenty-four (24) hours per day—seven (7) days per week—operation. The parties mutually agree that employees working on an actual holiday should receive the appropriate holiday pay, rather than when the holiday is observed.

Accordingly, Article 16 Section 4 is updated to add subsection C as follows:

Section 16.4 – Holidays:

A. Holidays shall be as provided in Section 1.12.200 of the Official Code of the City of Tacoma and the Joint Labor Agreement.

B. B Shift Operators and Senior Operators shall be allowed to utilize their two (2) floating holidays over one work shift.

C. For the following four holidays, the holiday premium pay will be paid for the following dates and not the City recognized holiday:

**New Years Day-January 1st of each year
Independence Day-July 4th of each year
Veteran's Day-November 11th of each year
Christmas Day-December 25th of each year**

This LOA shall require employees paid holiday pay for the July 4th holiday on the date of observance, July 3 2020, to repay those amounts paid as holiday premium. Employees who worked on the actual date of the July 4th holiday, July 4, 2020, shall receive the appropriate holiday pay. Moving forward from the date of this LOA, the foregoing holidays referenced in the new Article 16 Section 4(C) shall be paid on the date of the actual holiday.

This LOA is not to be used as a precedent with respect to any other contracts for any other divisions or departments of the City or any other Union.

**For Local 483 Water Pollution
Control**


Alice Phillips
Business Manager

9/23/2020

For City of Tacoma

Elizabeth Pauli
City Manager

Dylan Carlson
Senior Labor Relations Manager

Approved as to form:

Cheryl Comer
Deputy City Attorney