

**Letter of Agreement
by and between
The CITY OF TACOMA
DEPARTMENT OF PUBLIC UTILITIES,
BELT LINE RAILWAY DIVISION
dba Tacoma Rail
and
BROTHERHOOD OF LOCOMOTIVE
ENGINEERS AND TRAINMEN**

Subject: Juneteenth Holiday

This Letter of Agreement ("LOA") is entered into between the City of Tacoma, Department of Public Utilities Belt Line Railway Division and the Brotherhood of Locomotive Engineers and Trainmen bargaining unit ("Union" or "BLET") (collectively "the Parties").

Background

Recognition of "Juneteenth" has become a central topic of discussion at the national, state and local levels as many communities have begun to recognize the significance of this historical event within the greater context of American history. President Abraham Lincoln signed the Emancipation Proclamation in 1863, which was designed to liberate more than three million enslaved African people in the Confederate states. It was not, however, until northern soldiers arrived in Galveston, Texas, on June 19, 1865, more than two years after the proclamation, that the state's residents finally learned that slavery had been abolished. That day has been celebrated to commemorate the abolishment of slavery and the contributions of African Americans to society and is now known as "Juneteenth" and celebrated all across the nation.

In April of 2021, the Washington State legislature passed legislation marking Juneteenth as paid legal holidays for State employees. On May 13, 2021, Governor Inslee signed House Bill 1016 into law with the first state holiday to be observed in June of 2022. The Federal Government acted a month later passing a bill in both houses to designate Juneteenth as a national holiday for federal employees.

Agreement

The Parties hereby agree to add June 19th "Juneteenth" as a paid holiday for City employees beginning in calendar year 2022. Article 3.6, Section 1(A), of the Parties' collective bargaining agreement will be amended as follows:

ARTICLE 20 – HOLIDAYS

Holidays shall be as provided in Section 1.12.210 of the Official Code of the City of Tacoma. This Section shall provide in part as follows:

Section 1

- A. All regular, probationary or extra employees shall be paid for, the following holidays as specified in this subsection: New Year's Day (January 1); Washington's Birthday (third Monday in February); Memorial Day (last Monday in May); **Juneteenth (June 19)**; Fourth of July; Labor Day (first Monday in September); Veteran's Day (November 11); Thanksgiving Day; the day immediately following Thanksgiving Day; Christmas Eve Day

(December 24); Christmas Day (December 25).

In addition to the above holidays, employees shall be entitled to two (2) floating paid holidays per calendar year; these days to be mutually agreed to by both employee and management. An employee shall be allowed to take his/her birthday as one (1) floating holiday, provided the Superintendent receives the request in writing ten (10) days prior the birthday. To be eligible for this holiday, employees must have been or are scheduled to be continuously employed by the City for more than four (4) months as a regular, probationary, or appointive full-time employee during the calendar year of entitlement.

The second floating paid holiday per calendar year shall be granted to qualifying employees in lieu of Martin Luther King's Birthday holiday; this day to be mutually agreed to by both employee and management. It is understood that an employee may use this second floating holiday on Martin Luther King's birthday holiday if desired.

The Parties acknowledge that the fiscal impact of this LOA shall be included in the total cost analysis of current and future collective bargaining.

This change will be effective upon signature by the parties hereto. This LOA shall not establish precedent for the parties hereto, nor for any other collective bargaining units or departments of the City.

EXECUTED THIS _____ DAY OF _____, 2021

CITY OF TACOMA
DEPARTMENT OF PUBLIC UTILITIES
TACOMA RAIL

BROTHERHOOD OF LOCOMOTIVE
ENGINEERS AND TRAINMEN

Director of Public Utilities

General Chairman, BLET

Superintendent, Tacoma Rail

APPROVED AS TO FORM:

City Attorney

**Letter of Agreement
by and between
The CITY OF TACOMA
DEPARTMENT OF PUBLIC UTILITIES,
BELT LINE RAILWAY DIVISION
dba Tacoma Rail
and
SMART-TD CONDUCTORS**

Subject: Juneteenth Holiday

This Letter of Agreement ("LOA") is entered into between the City of Tacoma, Department of Public Utilities Belt Line Railway Division and the SMART-TD Conductor bargaining unit ("Union") (collectively "the Parties").

Background

Recognition of "Juneteenth" has become a central topic of discussion at the national, state and local levels as many communities have begun to recognize the significance of this historical event within the greater context of American history. President Abraham Lincoln signed the Emancipation Proclamation in 1863, which was designed to liberate more than three million enslaved African people in the Confederate states. It was not, however, until northern soldiers arrived in Galveston, Texas, on June 19, 1865, more than two years after the proclamation, that the state's residents finally learned that slavery had been abolished. That day has been celebrated to commemorate the abolishment of slavery and the contributions of African Americans to society and is now known as "Juneteenth" and celebrated all across the nation.

In April of 2021, the Washington State legislature passed legislation marking Juneteenth as paid legal holidays for State employees. On May 13, 2021, Governor Inslee signed House Bill 1016 into law with the first state holiday to be observed in June of 2022. The Federal Government acted a month later passing a bill in both houses to designate Juneteenth as a national holiday for federal employees.

Agreement

The Parties hereby agree to add June 19th "Juneteenth" as a paid holiday for City employees beginning in calendar year 2022. Article 3.6, Section 1(A), of the Parties' collective bargaining agreement will be amended as follows:

Section 1

- A. All regular, probationary or extra board employees shall be paid for the following holidays as specified in the subsection:
- New Year's Day (January 1);
 - Washington's Birthday (3rd Monday in February);
 - Memorial Day (last Monday in May);
 - **Juneteenth (June 19)**
 - Fourth of July;
 - Labor Day (1st Monday in September);

- Veteran's Day (November 11);
- Thanksgiving Day (4th Thursday of November)
- The day immediately following Thanksgiving Day;
- Christmas Eve Day (December 24)
- Christmas Day (December 25).

In addition to the above holidays, employees will be entitled to two (2) floating paid holidays per calendar year; these days to be mutually agreed to by both employee and Management. An employee shall be allowed to take his/her birthday as one (1) floating holiday, provided the Terminal Superintendent receives the request in writing ten (10) days prior to the birthday. To be eligible for these holidays, employees must have been or are scheduled to be continuously employed by the City for more than four (4) months as a regular, probationary or appointive full-time employee during the calendar year of entitlement.

The second floating paid holiday per calendar year shall be granted to qualifying employees in lieu of Martin Luther King's Birthday holiday; this day to be mutually agreed to by both employee and management. It is understood that an employee may use this second floating holiday on Martin Luther King's birthday holiday if desired.

The Parties acknowledge that the fiscal impact of this LOA shall be included in the total cost analysis of current and future collective bargaining.

This change will be effective upon signature by the parties hereto. This LOA shall not establish precedent for the parties hereto, nor for any other collective bargaining units or departments of the City.

EXECUTED THIS _____ DAY OF _____, 2021

CITY OF TACOMA
DEPARTMENT OF PUBLIC UTILITIES
TACOMA RAIL

SMART-TD CONDUCTORS

Director of Public Utilities



General Chairman, SMART-TD Conductors

Superintendent, Tacoma Rail

APPROVED AS TO FORM:

City Attorney

**Letter of Agreement
by and between
The CITY OF TACOMA
DEPARTMENT OF PUBLIC UTILITIES,
BELT LINE RAILWAY DIVISION
dba Tacoma Rail
and
SMART-TD YARDMASTERS**

Subject: Juneteenth Holiday

This Letter of Agreement ("LOA") is entered into between the City of Tacoma, Department of Public Utilities Belt Line Railway Division and the SMART-TD Yardmaster bargaining unit ("Union") (collectively "the Parties").

Background

Recognition of "Juneteenth" has become a central topic of discussion at the national, state and local levels as many communities have begun to recognize the significance of this historical event within the greater context of American history. President Abraham Lincoln signed the Emancipation Proclamation in 1863, which was designed to liberate more than three million enslaved African people in the Confederate states. It was not, however, until northern soldiers arrived in Galveston, Texas, on June 19, 1865, more than two years after the proclamation, that the state's residents finally learned that slavery had been abolished. That day has been celebrated to commemorate the abolishment of slavery and the contributions of African Americans to society and is now known as "Juneteenth" and celebrated all across the nation.

In April of 2021, the Washington State legislature passed legislation marking Juneteenth as paid legal holidays for State employees. On May 13, 2021, Governor Inslee signed House Bill 1016 into law with the first state holiday to be observed in June of 2022. The Federal Government acted a month later passing a bill in both houses to designate Juneteenth as a national holiday for federal employees.

Agreement

The Parties hereby agree to add June 19th "Juneteenth" as a paid holiday for City employees beginning in calendar year 2022. Section 2.5.4 and Section 3.7.1 of the Parties' 2021-2024 tentatively agreed upon collective bargaining agreement ("CBA") will be amended as follows, contingent upon City Council ratification of that CBA and this LOA.

Section 2.5.4 Effective upon ratification, all service performed on observed holidays (New Year's Day, Memorial Day, **Juneteenth**, Independence Day, Labor Day, Thanksgiving Day and Christmas Day) shall be paid at two (2) times the hourly rate in addition to holiday pay. The above holidays will be observed on the actual holiday.

Section 3.7.1 This Section supersedes specific provisions of Section 1.12.210 of Tacoma Municipal Code with which it conflicts. Where this Agreement is silent, the provisions of Section 1.12.210 of the Tacoma Municipal Code shall control. This Section will provide in part as follows:

All regular Yardmasters shall be paid for the following holidays as specified in this subsection:

- New Year's Day (January 1),
- Memorial Day (last Monday in May),
- **Juneteenth (June 19)**,
- Independence Day (July 4),
- Labor Day (1st Monday in September),
- Thanksgiving Day (fourth Thursday of November),
- Christmas Day (December 25).

The above holidays will be observed on the actual day of the holiday.

In addition to the above holidays, Yardmasters will be entitled to **twenty (20) hours of paid floating holiday** ~~two (two-hour) floating paid holidays~~ per calendar year; to be mutually agreed to by both Yardmaster and Management. **The twenty (20) hours of paid floating holiday will be taken in a twelve (12) hour increment, and an eight (8) hour increment. Employees may supplement the final eight (8) hours of floating holiday with four (4) hours of vacation leave, personal time off, compensatory time, or leave without pay, at the employee's option to make up the difference between the employee's normally scheduled shift and the eight (8) hours of floating holiday.** A Yardmaster shall be allowed to take his/her birthday as one floating holiday, provided the Terminal Superintendent's office receives the request in writing ten (10) days prior the birthday. To be eligible for floating holidays, Yardmasters must have been or are scheduled to be continuously employed by the City for more four (4) months as a regular full-time Yardmaster during the calendar year of entitlement.

A portion of these paid floating holiday hours are ~~A second floating paid holiday, per calendar year will be granted to qualifying Yardmasters in lieu of Martin Luther King's Birthday holiday; this day to be mutually agreed to by both Yardmaster and Management.~~ It is understood that a Yardmaster may use **paid floating holiday hours** ~~this 2nd floating holiday~~ on Martin Luther King's birthday holiday if desired.

Designated holidays and paid floating holidays will total one-hundred and four (104) hours in a calendar year.

This change will be effective upon signature by the parties hereto. This LOA shall not establish precedent for the parties hereto, nor for any other collective bargaining units or departments of the City.

EXECUTED THIS _____ DAY OF _____, 2022

CITY OF TACOMA
DEPARTMENT OF PUBLIC UTILITIES
TACOMA RAIL

SMART-TD YARDMASTERS

Director of Public Utilities

General Chairman, SMART-TD Yardmasters

Superintendent, Tacoma Rail

APPROVED AS TO FORM:

City Attorney