

**Letter of Agreement
by and between
City of Tacoma
and
Tacoma Joint Labor Committee**

Subject: Standby Pay for 2024-2025

This Letter of Agreement ("LOA") is entered into between the City of Tacoma and the Tacoma Joint Labor Committee ("Union") (collectively "the Parties").

Background

Through applicable Collective Bargaining Agreements with individual Joint Labor member unions, the City has long provided employees assigned to "Standby" responsibility with additional compensation in recognition of the inconvenience of this responsibility. In Q3 and Q4 of 2023, the Parties met and expressed a shared desire to:

- Ensure consistency and standardization of Standby rates of pay across all Joint Labor member unions.
- Delegate specific work rules (such as the assignment procedures, frequency, duration, and obligation of standby assignments) to individual collective bargaining agreements.
- Increase Standby rates of pay to meet the business needs of City Departments and compensate employees for the responsibility/inconvenience of serving on standby.
- Provide those bargaining units with closed collective bargaining agreements the opportunity to access this standardized Standby rate of pay prior to the re-opening of their CBAs.

Agreement

The Parties hereby agree to add a new section 6.17 to the 2023-2024 Tacoma Joint Labor Agreement:

NEW SECTION: 6.17 Standby Rates

Standby Pay may be paid to employees pursuant to TMC Section 1.12.180 and the applicable collective bargaining agreement covering an individual member union of the Joint Labor Committee. Those bargaining units who, through their individual collective bargaining agreement, have elected the standby rate provided for by this Section shall receive three dollars (\$3.00) for each hour so assigned.

Effective and retroactive to January 1, 2024, the Standby rate shall increase to three dollars and seventy-five cents (\$3.75) for each hour so assigned.

Effective January 1, 2025, the Standby rate shall increase to four dollars and fifty cents (\$4.50) for each hour so assigned. The parties agree not to re-open or make proposals regarding the 2025 Standby rate of pay during successor negotiations to the 2023-2024 Tacoma Joint Labor Agreement. The parties further acknowledge that changes to the 2026 Standby rate of pay are a mandatory subject of bargaining during successor negotiations to the 2023-2024 Tacoma Joint Labor Agreement.

This change will be effective retroactive to January 1, 2024. 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 _____, 2024

CITY OF TACOMA

JOINT LABOR COMMITTEE

City Manager

County & City Employees Local 120

Director of Public Utilities

District Lodge 160 IAM & AW

Human Resources Director

Firefighters Union Local 31

Finance Director

International Brotherhood of
Electrical Workers Local 483

PROTEC Local 17

Teamsters Local 313

Teamsters Local Union 117

APPROVED AS TO FORM:

City Attorney

Attest:

City Clerk