



RESOLUTION NO. 41387

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Letter of Agreement negotiated between the City of Tacoma and the Tacoma
3 Joint Labor Committee, regarding standby pay rates.

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 the City and the Tacoma Joint Labor Committee (“the parties”)
8 have negotiated a Letter of Agreement (“LOA”) to various Collective Bargaining
9 Agreements (“CBAs”) regarding standby pay rates, and

10 WHEREAS the Unions which comprise the Tacoma Joint Labor
11 Committee are: Professional & Technical Employees, Local 17; Tacoma
12 Firefighters, Local 31; Teamsters Local Union No 117; Washington State
13 Council of County and City Employees, Local 120; International Association of
14 Machinists & Aerospace Workers, District 160; Teamsters Local 313; and
15 International Brotherhood of Electrical Workers, Local 483, and

16 WHEREAS, through applicable CBAs with individual Joint Labor member
17 unions, and in accordance with Tacoma Municipal Code 1.12.180, the City has
18 for many years provided employees with additional compensation in recognition
19 of responsibilities when assigned to “standby” status, and

20 WHEREAS the City and the Tacoma Joint Labor Committee have met
21 and expressed a shared desire to: 1) Ensure consistency and standardization
22 of standby rates of pay across all Joint Labor member unions; 2) Delegate
23 specific work rules (such as the assignment procedures, frequency, duration,
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1 and obligation of standby assignments) to individual CBAs; 3) Increase standby
2 rates of pay to meet the business needs of City Departments and compensate
3 employees for the responsibilities of serving on standby; and 4) Provide those
4 bargaining units with closed collective bargaining agreements the opportunity to
5 access this standardized standby rate of pay prior to the re-opening of their
6 CBAs, and

7 WHEREAS the LOA provides for the addition to the 2023-2024 Tacoma
8 Joint Labor Agreement of a new section titled "Standby Rates," and

9 WHEREAS bargaining units which, through their individual CBAs,
10 elected the standby rate provided for by this section shall receive the increases
11 as set forth herein, and

12 WHEREAS, effective retroactive to January 1, 2024, the standby rate of
13 pay shall increase to three dollars and seventy-five cents (\$3.75) for each hour
14 so assigned; and

15 WHEREAS, effective January 1, 2025, the standby rate of pay shall
16 increase to four dollars and fifty cents (\$4.50) for each hour so assigned, and

17 WHEREAS the parties agree not to re-open or make proposals regarding
18 the 2025 standby rate of pay during successor negotiations to the 2023-2024
19 Tacoma Joint Labor Agreement, and

20 WHEREAS the parties further acknowledge that changes to the 2026
21 standby rates of pay are a mandatory subject of bargaining during successor
22 negotiations to the 2023-2024 Tacoma Joint Labor Agreement, and

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WHEREAS it appears in the best interest of the City that the LOA negotiated by the Tacoma Joint Labor Committee 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 LOA negotiated between the City of Tacoma and the Tacoma Joint Labor Committee, 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