



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Senior Human Resources Analyst
Dylan Carlson, Senior Labor Relations Manager
Gary Buchanan, Human Resources Director
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COPY: City Council and City Clerk

SUBJECT: Resolution - Authorize execution of a collective bargaining agreement with the Tacoma Joint Labor Committee – November 5, 2019

DATE: October 16, 2019

SUMMARY:

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the Tacoma Joint Labor Committee effective January 1, 2020 through December 31, 2021.

STRATEGIC POLICY PRIORITY:

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for employee health and welfare benefits as negotiated in good faith with the Tacoma Joint Labor Committee.

BACKGROUND:

This resolution will authorize the execution of a two-year collective bargaining agreement with the Tacoma Joint Labor Committee, effective January 1, 2020 through December 31, 2021.

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

The proposed collective bargaining agreement provides for the continuation of employee benefits for the term of the two-year agreement. The City will continue to pay the full premium cost for dental and vision insurance for eligible full-time employees. Highlights of the proposed agreement include that in 2020, the agreement provides that part-time employees scheduled to work thirty (30) hours or more per week will make benefit premium share contributions equal to those of full time employees. In 2021, full-time employee premium share contributions for medical will increase from \$40 to \$50 per month for employee only coverage, and \$80 to \$100 per month for employee plus family coverage.

Other changes that take effect in 2020 include: adding out-of-network coverage at a 50 percent coinsurance rate for the Regence plans, amending the Delta Dental plan to provide for a more common benefit structure that removes barriers to preventive care, and increasing the hardware allowance for the VSP vision plan to provide parity with what is offered under the Kaiser Permanente medical plan for vision benefits. It also provides for an increase to the meal allowance paid to employees from \$15 to \$18 per meal, except where an applicable collective bargaining agreement provides for a higher allowance.

ISSUE:

Authorize execution of the agreement to provide benefits for employees represented by the unions that comprise the Tacoma Joint Labor Committee. An agreement is needed to proceed with employee open enrollment processes, and plan design changes.



RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve the legislation.

FISCAL IMPACT:

Fiscal impact information is provided by the Office of Management and Budget.