



**City of Tacoma**

**City Council Action Memorandum**

**TO:** Elizabeth Pauli, City Manager  
**FROM:** Karen Short, Senior Human Resources Analyst, Human Resources  
Dylan Carlson, Senior Labor Relations Manager  
Kari Louie, Assistant Human Resources Director  
Shelby Fritz, Human Resources Director  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution - Authorize execution of a Letter of Agreement with the Tacoma Joint Labor Committee – November 30, 2021  
**DATE:** November 9, 2021

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**SUMMARY AND PURPOSE:**

A resolution authorizing the execution of a Letter of Agreement as negotiated with the Tacoma Joint Labor Committee, regarding the addition of June 19<sup>th</sup> “Juneteenth” as a paid holiday for City employees beginning in calendar year 2022.

**BACKGROUND:**

The resolution will authorize the execution of a Letter of Agreement (LOA) with the Tacoma Joint Labor Committee. The agreement is scheduled for consideration by the Public Utility Board as a resolution on November 17, 2021. The LOA provides for the addition of June 19<sup>th</sup> “Juneteenth” as a paid holiday for City employees, beginning in calendar year 2022.

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.

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.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

**2025 STRATEGIC PRIORITIES:**

**Economy/Workforce:** Moderate Opportunity

**Explain how your legislation will affect the selected indicator(s).**

This legislation supports the responsible and sustainable management of City funds.



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**ALTERNATIVES:**

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

<b>Alternative(s)</b>	<b>Positive Impact(s)</b>	<b>Negative Impact(s)</b>
Do not approve the legislation	N/A	unknown

**EVALUATION AND FOLLOW UP:**

**STAFF/SPONSOR RECOMMENDATION:**

Authorization from the City Council is required to authorize execution of the Letter of Agreement negotiated with the Tacoma Joint Labor Committee.

**FISCAL IMPACT:** Fiscal impact information is provided by the Budget Office. Department Directors will be responsible for adhering to their overall levels of appropriation.