



## RESOLUTION NO. 40999

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 four-year Collective Bargaining Agreement between the City, the Tacoma  
3 Municipal Court, and the International Brotherhood of Electrical Workers,  
4 Local 483, Court Clerks Unit, consisting of 18 budgeted full-time equivalent  
5 positions, effective retroactive to January 1, 2022, through December 31,  
6 2025.

7 WHEREAS the City has, for years, adopted the policy of collective  
8 bargaining between the various labor organizations representing employees and  
9 the administration, and

10 WHEREAS this resolution allows for the execution of a four-year Collective  
11 Bargaining Agreement (“CBA”) between the City, the Tacoma Municipal Court, and  
12 the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit  
13 (“Union”), on behalf of the employees represented by said Union, and

14 WHEREAS the bargaining unit consists of approximately 18 budgeted,  
15 full-time equivalent (“FTE”) positions, and provides for wage increases in each year  
16 of the agreement, and

17 WHEREAS the CBA will provide for a general wage increase and a market-  
18 based adjustment to the classification of Court Clerk, retroactive to January 1, 2022,  
19 and

20 WHEREAS other changes include: (1) Adding a new classification of Court  
21 Financial Clerk to the bargaining unit effective retroactive to January 1, 2022;  
22 (2) Changing language in Article 2 – Union Recognition to reflect the legal  
23 requirements of the *Janus v. AFSCME Council 31* court case; (3) Adding language  
24  
25  
26



1 in Section 15.11 allowing teleworking pursuant to Policy 3.17; and (4) Adding  
 2 language in Appendix A to provide an application of rate for time spent working as a  
 3 Bailiff, or acting as a foreign language interpreter, for all employees covered by the  
 4 agreement, and

5  
 6 WHEREAS it appears in the best interests of the City that the CBA  
 7 negotiated by said Union, the Tacoma Municipal Court, and the City be approved;  
 8 Now, Therefore,

9 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

10 That the proper officers of the City are hereby authorized to execute the  
 11 four-year Collective Bargaining Agreement between the City, the Tacoma Municipal  
 12 Court, and International Brotherhood of Electrical Workers, Local 483, Court Clerks  
 13 Unit, effective retroactive to January 1, 2022, through December 31, 2025, said  
 14 document to be substantially in the form of the agreement on file in the office of the  
 15 City Clerk.  
 16

17 Adopted \_\_\_\_\_

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 19  
 20 \_\_\_\_\_  
 Mayor

21 Attest:  
 22  
 23 \_\_\_\_\_  
 City Clerk

24 Approved as to form:  
 25  
 26 \_\_\_\_\_  
 Deputy City Attorney