



RESOLUTION NO. 39050

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 collective bargaining agreement between the City and the Tacoma Joint
Labor Committee, effective January 1, 2015, through December 31, 2016.

3 WHEREAS the City has for years adopted the policy of collective bargaining
4 between the various labor organizations representing employees and City
5 administration, and
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7 WHEREAS, pursuant to said policy, the Tacoma Joint Labor Committee,
8 which includes the Washington State Council of County and City Employees,
9 AFSCME, Local 120; the International Federation of Professional and Technical
10 Engineers, Local 17; the International Association of Machinists and Aerospace
11 Workers, Local 160; the Teamsters, Local 313; the International Brotherhood of
12 Electrical Workers, Local 483; the Teamsters, Local Union No. 117; the Tacoma
13 Firefighters Union, Local 31; and representatives of the administration of the City,
14 engaged in collective bargaining and reached an agreement relating to certain
15 employee benefits and matters common to all member unions, and
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18 WHEREAS the proposed agreement includes: (1) continuation of employee
19 benefits, with modest plan design changes for 2015-2016; (2) full payment by the
20 City of dental and vision insurance, and employee contributions toward medical
21 insurance coverage will remain unchanged; (3) beginning in 2015, in accordance
22 with the Washington Law Against Discrimination and the federal Affordable Care
23 Act, and in congruence with the City's Equity and Empowerment Initiative, medical
24 plans will be amended to include benefits for gender dysphoria; and (4) in 2016,
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employees will have an additional choice to enroll in a high-deductible health plan and receive employer contributions to a health savings account, and

WHEREAS a Wellness Committee has been established to coordinate activities for City employees, and beginning in 2015, employees may be eligible for financial incentives for participation in the City’s Wellness Program, and

WHEREAS the proposed agreement will be effective January 1, 2015, through December 31, 2016; 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 Collective Bargaining Agreement between the City and the Tacoma Joint Labor Committee, effective January 1, 2015, through December 31, 2016, said document to be substantially in the form of the proposed agreement on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney