



## RESOLUTION NO. 40464

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 two-year Collective Bargaining Agreement between the City and the  
3 Tacoma Joint Labor Committee, effective January 1, 2020, through  
4 December 31, 2021.

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 this resolution allows for the execution of a two-year Collective  
8 Bargaining Agreement (“CBA”) between the City and the Tacoma Joint Labor  
9 Committee (“Union”), on behalf of the employees represented by said Union, and

10 WHEREAS the Union is comprised of the following employees: Professional  
11 & Technical Employees, Local 17 (PROTEC17); Tacoma Firefighters, Local 31;  
12 Teamsters Local Union No. 117; Washington State Council of County and City  
13 Employees, Local 120; International Association of Machinists & Aerospace  
14 Workers, District 160; Teamsters Local 313; and International Brotherhood of  
15 Electrical Workers, Local 483, and

16 WHEREAS the CBA provides for the continuation of employee benefits for  
17 the term of the two-year agreement, and the City will continue to pay the full  
18 premium cost for dental and vision insurance for eligible full-time employees, and

19 WHEREAS highlights of the proposed agreement include that in 2020,  
20 part-time employees scheduled to work thirty (30) hours or more per week will  
21 make benefit premium share contributions equal to those of full-time employees,  
22 and in 2021, full-time employee premium share contributions for medical will  
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1 increase from \$40 to \$50 per month for employee only coverage, and from \$80 to  
2 \$100 per month for employee plus family coverage, and

3 WHEREAS other changes to take effect in 2020 include: (1) adding  
4 out-of-network coverage at a 50 percent coinsurance rate for the Regence  
5 plans; (2) amending the Delta Dental plan to provide for a more common  
6 benefit structure that removes barriers to preventative care; (3) increasing  
7 the hardware allowance for the VSP vision plan to provide parity with what is  
8 offered under the Kaiser Permanente medical plan for vision benefits; and,  
9 (4) an increase to the meal allowance paid to employees from \$15 to \$18 per  
10 meal, except where an applicable CBA provides for a higher allowance, and  
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13 WHEREAS it appears in the best interests of the City that the CBA  
14 negotiated by said Union and the City be approved; Now, Therefore,  
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BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That the proper officers of the City are hereby authorized to execute the two-year Collective Bargaining Agreement between the City and the Tacoma Joint Labor Committee, effective January 1, 2020, through December 31, 2021, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

\_\_\_\_\_  
City Clerk

Approved as to form:

\_\_\_\_\_  
Deputy City Attorney