



RESOLUTION NO. 40625

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 series of Letters of Agreement negotiated between the City and International
3 Brotherhood of Electrical Workers, Local 483, Customer and Field Services;
4 Court Clerks; Human Resources; Supervisors; Tacoma Power; Water
5 Division; and Water Pollution Control Units.

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

9 WHEREAS Resolution No. 40470, adopted November 12, 2019, authorized
10 the execution of the three-year Collective Bargaining Agreement ("CBA") between
11 the City of Tacoma and the International Brotherhood of Electrical Workers, Local
12 483, Customer and Field Services Unit ("Union"), on behalf of the employees
13 represented by said Union, and

14 WHEREAS Resolution No. 40324, adopted May 7, 2019, authorized the
15 execution of the three-year Collective Bargaining Agreement ("CBA") between the
16 City of Tacoma and the International Brotherhood of Electrical Workers, Local 483,
17 Court Clerks Unit ("Union"), on behalf of the employees represented by said Union,
18 and

19 WHEREAS Resolution No. 40371, adopted July 9, 2019, authorized the
20 execution of the one-year Collective Bargaining Agreement ("CBA") between the
21 City of Tacoma and the International Brotherhood of Electrical Workers, Local 483,
22 Human Resources Unit ("Union"), on behalf of the employees represented by said
23 Union, and
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1 WHEREAS Resolution No. 39810, adopted September 12, 2017, authorized
2 the execution of the four-year Collective Bargaining Agreement (“CBA”) between
3 the City of Tacoma and the International Brotherhood of Electrical Workers, Local
4 483, Supervisors Unit (“Union”), on behalf of the employees represented by said
5 Union, and
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7 WHEREAS Resolution No. 39935, adopted February 6, 2018, authorized the
8 execution of the four-year Collective Bargaining Agreement (“CBA”) between the
9 City of Tacoma and the International Brotherhood of Electrical Workers, Local 483,
10 Tacoma Power Unit (“Union”), on behalf of the employees represented by said
11 Union, and
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13 WHEREAS Resolution No. 40370, adopted July 9, 2019, authorized the
14 execution of the three-year Collective Bargaining Agreement (“CBA”) between the
15 City of Tacoma and the International Brotherhood of Electrical Workers, Local 483,
16 Water Division Unit (“Union”), on behalf of the employees represented by said
17 Union, and
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19 WHEREAS Resolution No. 40573, adopted March 17, 2020, authorized the
20 execution of the three-year Collective Bargaining Agreement (“CBA”) between the
21 City of Tacoma and the International Brotherhood of Electrical Workers, Local 483,
22 Water Pollution Control Unit (“Union”), on behalf of the employees represented by
23 said Union, and
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25 WHEREAS the City and Union have negotiated a series of Letters of
26 Agreement (“LOA”) to the CBA which provide for the following: (1) addresses



1 impacts of the *Janus v. AFSCME Council 31* court case; (2) changes to RCW 41.56
2 as related to union dues and fees; and (3) provides that the following sections of
3 each collective bargaining agreement be replaced in its entirety to reflect the
4 language in the unit's respective LOA:
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- 6 • Customer and Field Services Unit - Article 2, Union Recognition and Dues
7 Deduction
- 8 • Court Clerks Unit - Article 2, Union Recognition and Dues Deduction
- 9 • Human Resources Unit - Article 4, Union Recognition, Dues Deduction and
10 Activities
- 11 • Supervisors Unit - Article 2, Union Recognition and Dues Deduction
- 12 • Tacoma Power Unit - Article 2, Union Recognition and Dues Deduction
- 13 • Water Division Unit - Article 2, Union Recognition and Dues Deduction
- 14 • Water Pollution Control Unit - Article 2, Union Recognition and Dues
15 Deduction, and

16 WHEREAS the LOAs were considered and approved by the Public Utility
17 Board at its meeting of June 24, 2020, and

18 WHEREAS it appears in the best interest of the City that the LOAs
19 negotiated by said Union and the City be approved; Now, Therefore,

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

21 That the proper officers of the City are hereby authorized to execute a series
22 of Letters of Agreement negotiated between the City and International Brotherhood
23 of Electrical Workers, Local 483, Customer and Field Services; Court Clerks;
24 of Electrical Workers, Local 483, Customer and Field Services; Court Clerks;
25 Human Resources; Supervisors; Tacoma Power; Water Division; and Water
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1 Pollution Control Units, said documents to be substantially in the form of the
2 documents on file in the office of the City Clerk.

3 Adopted _____
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6 _____
Mayor

7 Attest:
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9 _____
City Clerk

10 Approved as to form:
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12 _____
City Attorney

13 Requested by Public Utility Board
14 Resolution No. U-11171
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