



RESOLUTION NO. 40914

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Letter of Agreement negotiated between the City of Tacoma and the Tacoma
3 Joint Labor Committee, regarding criteria for a permissible cash-out of
accrued personal time off for employees represented by member unions.

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

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8 WHEREAS Resolution No. 40464, adopted November 5, 2019, authorized
9 the execution of a Collective Bargaining Agreement ("CBA") between the City of
10 Tacoma and the Tacoma Joint Labor Committee ("Joint Labor"), a coalition of
11 member unions, and

12 WHEREAS the City and Joint Labor have negotiated a Letter of Agreement
13 ("LOA") to the CBA which provides for a change to the criteria for a permissible
14 cash-out of accrued personal time off ("PTO") for employees represented by Joint
15 Labor member unions, and

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17 WHEREAS currently the Tacoma Municipal Code ("TMC") provides that a
18 represented employee must be enrolled in PTO for an entire calendar year and
19 have used less than two days of unplanned PTO in any one calendar year to be
20 eligible to request a cash-out payment, and
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WHEREAS the new criteria will not include the requirement that the employee be enrolled in the PTO plan for the entire calendar year, or that the employee have used less than two days of unplanned PTO to be eligible for a cash-out, and if an employee is enrolled in PTO at the time of the request, the employee would be eligible to request a cash-out of up to 100 hours of available PTO based on future accruals, and would receive the cash-out the next calendar year, and

WHEREAS the Unions which comprise the Tacoma Joint Labor Committee are: Professional and Technical Employees, Local 17; Tacoma Firefighters Union, Local 31; Teamsters Local Union No. 117; Washington State Council of County and City Employees, Local 120; International Association of Machinists and Aerospace Workers, Local 160; Teamsters Local 313; and International Brotherhood of Electrical Workers, Local 483, and

WHEREAS it appears in the best interest of the City that the LOA negotiated by Joint Labor and the City be approved; 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



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Letter of Agreement negotiated between the City of Tacoma and the Tacoma Joint Labor Committee, said document to be substantially in the form of the document on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney