



RESOLUTION NO. 39586

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, 2017, through
4 December 31, 2018.

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

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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17 WHEREAS the Collective Bargaining Agreement includes the following:
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19 (1) employees wishing to add a new domestic partner to City health and welfare
20 plans must meet state requirements for a valid registered domestic partnership;
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22 (2) permanent employees who fail to timely enroll in medical coverage will be
23 enrolled in the City's default medical plan, and temporary employees who fail to
24 timely enroll will be determined to have waived coverage; (3) employees and
25 eligible dependents may not be insured on more than one City medical, dental,
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or vision plan; (4) employees may opt out of City medical, dental, and vision insurance plans with proof of other coverage; (5) sick leave with pay will be provided to employees in a temporary status at the same rate as regular City employees, and sick leave will be prorated for part-time employees; (6) temporary employees will continue to be eligible to participate in the Wellness Program, but will no longer be eligible to receive the Wellness Incentive credit; (7) the City will amend its Family and Medical Leave Act (“FMLA”) policy to allow each parent of a newborn or newly adopted or placed foster child 12 weeks of FMLA to care for the new child; (8) the City will offer a choice of the Regence PPO plan, the Regence HDHP, and the Group Health HMO as options for medical coverage; (9) out-of-pocket maximums will be lowered to \$3,000 Individual/\$6,000 Family for employees enrolled in in the Regence high-deductible health plan (“HDHP”); and (10) the Group Health plan will no longer be offered to City of Tacoma retirees; rather, the City will offer Regence PPO and Regence HDHP as options for continued medical coverage at the time of retirement, and

WHEREAS the proposed agreement will be effective January 1, 2017, through December 31, 2018, and

WHEREAS, by adoption of Public Utility Board Resolution No. U-10889 on November 9, 2016, the proposed agreement was approved, pending confirmation from the City Council; Now, Therefore,



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

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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, 2017, through December 31, 2018, 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

Requested by Public Utility Board
Resolution No. U-10889