



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Senior Human Resources Analyst
Dylan Carlson, Senior Labor Relations Manager
Bill Fosbre, City Attorney
Kari L Louie, Senior Compensation & Benefits Manager

COPY: City Council and City Clerk

SUBJECT: Resolution - Authorize execution of a Letter of Agreement with the Washington State Council of County and City Employees, Local 120 – July 9, 2019.

DATE: June 14, 2019

SUMMARY:

A resolution authorizing the execution of a Letter of Agreement as negotiated with the Washington State Council of County and City Employees, Local 120.

STRATEGIC POLICY PRIORITY:

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation for employees represented by the Washington State Council of County and City Employees, Local 120.

BACKGROUND:

The resolution will authorize execution of a Letter of Agreement negotiated with the Washington State Council of County and City Employees, Local 120.

The agreement provides that the language of Article 4, Union Membership and Dues, will be replaced in its entirety to reflect the legal requirements of the *Janus v. AFSCME Council 31* court case to read as written in the Letter of Agreement.

ISSUE:

Authorization is required to execute the Letter of Agreement as negotiated with the bargaining unit on behalf of the employees represented by the Washington State Council of County and City Employees, Local 120.

RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve the legislation.

FISCAL IMPACT:

There is no fiscal impact for this agreement.