

**Letter of Agreement
by and between
City of Tacoma
and
Tacoma Joint Labor Committee**

Subject: Juneteenth Holiday

This Letter of Agreement ("LOA") is entered into between the City of Tacoma and the Tacoma Joint Labor Committee ("Union") (collectively "the Parties").

Background

Recognition of "Juneteenth" has become a central topic of discussion at the national, state and local levels as many communities have begun to recognize the significance of this historical event within the greater context of American history. President Abraham Lincoln signed the Emancipation Proclamation in 1863, which was designed to liberate more than three million enslaved African people in the Confederate states. It was not, however, until northern soldiers arrived in Galveston, Texas, on June 19, 1865, more than two years after the proclamation, that the state's residents finally learned that slavery had been abolished. That day has been celebrated to commemorate the abolishment of slavery and the contributions of African Americans to society and is now known as "Juneteenth" and celebrated all across the nation.

In April of 2021, the Washington State legislature passed legislation marking Juneteenth as paid legal holidays for State employees. On May 13, 2021, Governor Inslee signed House Bill 1016 into law with the first state holiday to be observed in June of 2022. The Federal Government acted a month later passing a bill in both houses to designate Juneteenth as a national holiday for federal employees.

Agreement

The Parties hereby agree to add June 19th "Juneteenth" as a paid holiday for City employees beginning in calendar year 2022. Article 6.12 of the 2020-2021 Tacoma Joint Labor Agreement ("TJLA") – which was previously extended through December 31, 2022 by Letter of Agreement – will be amended as follows:

6.12 Holidays shall be as provided in Section 1.12.200 of the Tacoma Municipal Code. This section provides in part that the following and such other days as the City Council, by resolution, may fix, are holidays for all regularly employed full-time employees of the City and shall be granted to employees or days off in lieu thereof.

New Year's Day (January 1)
Martin Luther King Day (third Monday in January)
Presidents' Day (third Monday in February)
Memorial Day (last Monday in May)
Juneteenth (June 19)
Fourth of July
Labor Day (first Monday in September)
Veterans' Day (November 11)
Thanksgiving Day (fourth Thursday in November)
The day immediately following Thanksgiving Day
Christmas Day (December 25)

Consistent with Article 2.1.3 of the TJLA, the Parties recognize that certain individual member union's collective bargaining agreements may include holiday rules more specific than those contained within the TJLA, and that those provisions supersede the TJLA. It is the shared commitment of the parties to expeditiously meet and integrate this new paid holiday into the existing work rules of those individual member union's collective bargaining agreements, where necessary, providing equal benefit to Juneteenth as other observed holidays.

This change will be effective upon signature by the parties hereto. This LOA shall not establish precedent for the parties hereto, nor for any other collective bargaining units or departments of the City.

EXECUTED THIS _____ DAY OF _____, 2021

CITY OF TACOMA

JOINT LABOR COMMITTEE

City Manager

County & City Employees Local 120

Director of Public Utilities

District Lodge 160 IAM & AW

Human Resources Director

Firefighters Union Local 31

Finance Director

International Brotherhood of
Electrical Workers Local 483

PROTEC Local 17

Teamsters Local 313

Teamsters Local Union 117

APPROVED AS TO FORM:

City Attorney

Attest:

City Clerk