



## RESOLUTION NO. 40671

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a  
2 Letter of Agreement negotiated between the City of Tacoma and Teamsters  
3 Local Union No. 117, Tacoma Venues & Events Unit, regarding alternate  
work schedules to address budget constraints.

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

7  
8 WHEREAS Resolution No. 40182, adopted December 11, 2018, authorized  
9 the execution of the two-year Collective Bargaining Agreement (“CBA”) between the  
10 City of Tacoma and Teamsters Local Union No. 117, Tacoma Venues & Events  
11 Unit (“Union”), on behalf of the employees represented by said Union, and

12 WHEREAS the Covid-19 Pandemic has significantly impacted operations  
13 and revenues at the City of Tacoma and Tacoma Venues & Events, and in  
14 response to emergency proclamations, public health recommendations, financial  
15 shortfalls, and in order to better provide for employee social distancing in the  
16 workplace, the City has temporarily reduced or eliminated some services, and  
17

18 WHEREAS the City and Union have negotiated a Letter of Agreement  
19 (“LOA”) to the CBA which provides for the following: (1) a 50/50 alternative work  
20 schedule where employees will be subject to a schedule alternating between one  
21 week in full-time status, followed by a week with no scheduled hours, effective  
22 October 5, 2020, to address financial shortfalls, operational needs, and employee  
23 health, safety, and engagement; and (2) the City will continue to pay the employer’s  
24 share of health & welfare benefits, and employee benefit premium deductions will  
25  
26



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26

continue via payroll deduction as if the employee were in a full-time status, and will be maintained through December 31, 2020, and employee leave accruals will be prorated based on the 50/50 schedule, and

WHEREAS it appears in the best interest of the City that the LOA negotiated by said Union 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 Letter of Agreement negotiated between the City of Tacoma and Teamsters Local Union 117, Tacoma Venues & Event Unit, 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