

Letter of Agreement

Tacoma Police Union Local 6 And City of Tacoma

Juneteenth Holiday

This Letter of Agreement ("LOA") is entered into between the City of Tacoma ("City") and the Tacoma Police Union Local 6 ("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 Union employees beginning in calendar year 2022.

The following sections of the Parties' CBA shall be updated to include Juneteenth consistent with other holidays in the CBA:

Section 10.4 - Holidays Holidays shall be as provided in Section 1.12.200 of the Official Code of the City of Tacoma. 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 employees or days off in lieu thereof. The holiday balance for each employee will be calculated and accrued on an hour for hour basis (13 holidays multiplied by the length of the employee's assigned work shift as of January 1 of each year).

- A. New Year's Day (January 1)
- Martin Luther King Day (3rd Monday in January)
- President's Day (3rd Monday in February)
- Memorial Day (last Monday in May)
- Juneteenth (June 19th)
- Fourth of July
- Labor Day (1st Monday in September)
- Veterans' Day (November 11)
- Thanksgiving Day (4th Thursday in November)
- The day immediately following Thanksgiving Day
- Christmas Day (December 25)

The Parties acknowledge that the fiscal impact of this LOA shall be included in the total cost analysis of current and future collective bargaining.

This change will be effective upon signature by the parties hereto. This LOA shall not establish precedent for the parties hereto except for the terms set forth herein.

EXECUTED THIS _____ DAY OF _____, 2021.

For Local 6

Henry Betts Date
President

For City of Tacoma

Elizabeth Pauli Date
City Manager

Michael Ake Date
Interim Police Chief

Approved as to form:

Cheryl Comer Date
Deputy City Attorney