



TO: Hyun Kim, Interim City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
 Linnaea Jablonski, Human Resources Director
 Kari Louie, Assistant Human Resources Director
 Karen Short, Senior Human Resources Consultant
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the Teamsters Local Union No. 117, Tacoma Venues & Events Unit – April 14, 2026
DATE: March 30, 2026

SUMMARY AND PURPOSE:

A resolution authorizing execution of a successor Collective Bargaining Agreement as negotiated with the Teamsters Local Union No. 117, Tacoma Venues & Events Unit, effective retroactive from January 1, 2026, through December 31, 2028.

BACKGROUND:

The resolution recommends approval of a Collective Bargaining Agreement (CBA) as negotiated with the Teamsters Local Union No. 117, Tacoma Venues & Events Unit.

The resolution recommends approval of a Collective Bargaining Agreement (CBA) as negotiated with the Teamsters Local Union No. 117, Tacoma Venues & Events Unit. The agreement is for three years and covers approximately 26 full-time equivalent (FTE) positions.

The agreement provides for a general wage and/or market increase in each year of the agreement, as follows:

Code	Classification	2026 Market Increase	2026 GWI	2027 Market Increase	2027 GWI	2028 Market Increase	2028 GWI
62250	TVE Custodian	7%	3.00%	1.0%	3.00%	0.0%	3.00%
50510	TVE Electrician	7%	3.00%	5% (add step)	3.00%	1.0%	3.00%
50500	TVE HVAC Mechanic	7%	3.00%	5% (add step)	3.00%	1.0%	3.00%
50530	TVE HVAC Mechanic II	Indexed 10% above Electrician	3.00%	5% (add step)	3.00%	1.0%	3.00%
50480	TVE Maintenance Chief I	Indexed 10% above Electrician	3.00%	5% (add step)	3.00%	1.0%	3.00%
50490	TVE Maintenance Chief, Assistant	Indexed 20% below Maintenance Chief	3.00%	5% (add step)	3.00%	1.0%	3.00%
60140	TVE Maintenance Worker I	6%	3.00%	1.0%	3.00%	0.0%	3.00%
60150	TVE Maintenance Worker II	6%	3.00%	3.0%	3.00%	1.0%	3.00%

Other changes to the agreement include:

1. Clarifying language regarding grievance procedure for employee complaints alleging discrimination
2. The utilization of other agreed upon agencies for labor arbitrations in the event PERC is not available
3. An increase to the rest period required after working consecutive shifts
4. Proration of the annual stipend received for clothing for employees hired mid-year and an increase to the amount allowed for the replacement of damaged clothing per calendar year
5. Clarifying language on what constitutes the sixth and seventh day of a work week for overtime purposes
6. Additional detail on when additional lunch breaks are required for additional/extended shifts



- 7. Clarifying language regarding the use of seniority to determine overtime shifts
- 8. Language specifying that surveillance cameras will not be used as the sole form of evidence against employees to justify cause for discipline
- 9. Clarifying language regarding the timeline for disclosure of personnel file information in response to public records requests

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the Teamsters Local Union No. 117, Tacoma Venues & Events Unit, and has been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: *Equity Index Score:* Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City Funds.

ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
1. Do not approve execution of the Collective Bargaining Agreement	N/A	Unknown

EVALUATION AND FOLLOW UP:

Please include what performance measures and/or benchmarks you have identified that indicate success. Explain how you will follow up with staff and/or Council to report success or changes.

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to execute the Collective Bargaining Agreement with the Teamsters Local Union No. 117, Tacoma Venues & Events Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Budget Office. Department Directors are responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

Are the expenditures and revenues planned and budgeted in this biennium’s current budget? YES

Are there financial costs or other impacts of not implementing the legislation? NO

Will the legislation have an ongoing/recurring fiscal impact? YES

Will the legislation change the City’s FTE/personnel counts? NO

ATTACHMENTS:

- Collective Bargaining Agreement
- Fiscal Impact Memorandum