



RESOLUTION NO. 41785

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 two-year Collective Bargaining Agreement between the City and the
3 Tacoma Joint Labor Committee, effective January 1, 2026, through
4 December 31, 2027.

5 WHEREAS the City has, for years, adopted the policy of collective bargaining
6 between the various labor organizations representing employees and the
7 administration, and

8 WHEREAS this resolution allows for the execution of a two-year Collective
9 Bargaining Agreement ("CBA") between the City and the Tacoma Joint Labor
10 Committee ("Union"), and

11 WHEREAS the Union is comprised of the following employee Unions:
12 Professional & Technical Employees (PROTEC17), Local 17; Tacoma Firefighters
13 Union, Local 31; Teamsters Local Union No. 117; Washington State Council of
14 County and City Employees, Local 120; International Association of Machinists &
15 Aerospace Workers, District 160; Teamsters Local 313; and International
16 Brotherhood of Electrical Workers, Local 483, and

17 WHEREAS authorization to execute the CBA is needed to proceed with
18 employee open enrollment processes, and plan design changes and the proposed
19 agreement provides for the continuation of employee health and welfare benefits for
20 the years 2026 and 2027, and

21 WHEREAS the City will continue to pay the full premium cost for dental and
22 vision insurance for eligible full-time employees, and employee premium
23 contributions toward medical insurance coverage remains unchanged, and
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WHEREAS plan design changes include the incorporation of various state and federal mandates as well as enhanced care management services under the Regence BlueShield health plans, and

WHEREAS the agreement provides for an increase in the amount paid for meal allowances from \$18.00 to \$23.00 per meal, effective January 1, 2026; an increase in the rate paid for standby assignments from \$4.50 to \$5.00 per hour; and also provides that employees will be eligible to utilize up to five working days of accrued, paid leave for bereavement upon the death of a family member, and

WHEREAS the list of qualifying family members is also modernized to align with the City's existing sick leave and Family Medical Leave Act policies, and

WHEREAS no additional paid leave will be provided to employees because of this change, and

WHEREAS it appears in the best interests of the City that the CBA negotiated by the 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 two-year Collective Bargaining Agreement between the City and the Tacoma Joint Labor Committee, effective January 1, 2026, through December 31, 2027, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney