



## RESOLUTION NO. 41888

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 three-year Collective Bargaining Agreement between the City and Teamsters  
3 Local Union No. 117, Tacoma Venues and Events Unit, retroactive to  
4 January 1, 2026, through December 31, 2028.

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

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8 WHEREAS this resolution allows for the execution of a three-year Collective  
9 Bargaining Agreement ("CBA") between the City and the Teamsters Local Union  
10 No. 117, Tacoma Venues and Events Unit ("Union"), on behalf of the employees  
11 represented by said Union, and

12 WHEREAS the bargaining unit consists of approximately 26 budgeted,  
13 full-time equivalent ("FTE") positions, and

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15 WHEREAS the CBA will provide for a wage and/or market increase in each  
16 year of the agreement, as follows:

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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%

WHEREAS other changes 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 the Public Employment Relations Commission 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



1 cause for discipline; and (9) Clarifying language regarding the timeline for  
 2 disclosure of personnel file information in response to public records requests, and

3 WHEREAS it appears in the best interests of the City that the CBA  
 4 negotiated by said Union and the City be approved; Now, Therefore,  
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6 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

7 That the proper officers of the City are hereby authorized to execute the  
 8 three-year Collective Bargaining Agreement between the City and the Teamsters  
 9 Local Union No. 117, Tacoma Venues and Events Unit, effective retroactive to  
 10 January 1, 2026, through December 31, 2028, said document to be substantially in  
 11 the form of the agreement on file in the office of the City Clerk.  
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13 Adopted \_\_\_\_\_  
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15 \_\_\_\_\_  
 16 Mayor

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 18 Attest: \_\_\_\_\_  
 19 City Clerk

20 Approved as to form:  
 21 \_\_\_\_\_  
 22 Deputy City Attorney

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