

**RESOLUTION NO. U-11178** 

A RESOLUTION relating to employment, authorizing a letter of agreement between the City and the Tacoma Joint Labor Committee.

WHEREAS the City of Tacoma, Department of Utilities, and the Tacoma Joint Labor Committee, have proposed a Letter of Agreement ("LOA") in order to establish parameters for the implementation of the "Rebound" pilot program (formerly known as "Tactical Athlete") for a period of twelve (12) months, and

WHEREAS Rebound is a service that assists employees in getting diagnosis and treatment for musculoskeletal injuries in a more expedient and efficient manner, by working with private insurers and worker's compensation, and

WHEREAS Rebound has a significant potential to provide employees with a better and faster recovery and save the City of Tacoma significant lost time, and

WHEREAS the City of Tacoma intends to provide a one-year pilot of the Rebound service beginning in 2020, and is expected to continue for twelve (12) months, and

WHEREAS the pilot program will be available to certain positions identified by City management within the Tacoma Fire Department ("TFD"), Tacoma Police Department ("TPD"), and Tacoma Power, based on identified risk of occupational injury, and

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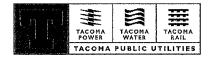
WHEREAS at the conclusion of the pilot, participating departments will individually assess the efficacy of the program for their department or divisions and determine whether to extend the program, and

WHEREAS it is in the best interests of the City that the proposed Letter of Agreement negotiated by the Tacoma Joint Labor Committee and the City be approved; Now, therefore,

BE IT RESOLVED BY THE PUBLIC UTILITY BOARD OF THE CITY OF TACOMA:

That the Letter of Agreement between the City and the Tacoma Joint
Labor Committee is approved, all actions taken in the approval and execution of
the Letter of Agreement are ratified, and the City Council is requested to concur
in the approval and authorize the proper officers of the City to execute the
Letter of Agreement substantially in the form on file by the Clerk of the Board
and as approved by the City Attorney.

Approved as to form:	· OL -!-	
	Chair	
/s/		
Chief Deputy City Attorney	Secretary	<del></del>
	Adopted	
Clerk		



## **Board Action Memorandum**

TO:

Jackie Flowers, Director of Utilities

COPY:

Charleen Jacobs, Director and Board Offices

FROM:

Karen Short, Senior Human Resources Analyst Dylan Carlson, Senior Labor Relations Manager

Bill Fosbre, City Attorney

**MEETING DATE:** 

July 22, 2020.

DATE:

July 10, 2020

### SUMMARY:

A resolution authorizing the adoption of a Letter of Agreement as negotiated with the Tacoma Joint Labor Committee.

## **BACKGROUND:**

The resolution will authorize the execution of a Letter of Agreement negotiated with the Tacoma Joint Labor Committee. The intent is to establish parameters for the implementation of the "Rebound" pilot program (formerly known as "Tactical Athlete") for a period of twelve (12) months.

Rebound is a service that assists employees in getting diagnosis and treatment for musculoskeletal injuries in a more expedient and efficient manner by working with private insurers and worker's compensation. Rebound has a significant potential to provide employees with a better and faster recovery and save the City of Tacoma significant lost time.

The City of Tacoma intends to provide a one year pilot of the Rebound service beginning in 2020 and is expected to continue for twelve (12) months. The pilot program will be available to certain positions identified by City management within the Tacoma Fire Department ("TFD"), Tacoma Police Department ("TPD"), and Tacoma Power based on identified risk of occupational injury. At the conclusion of the pilot, participating departments will individually assess the efficacy of the program for their department or divisions and determine whether to extend the program.

The Letter of Agreement will be scheduled for consideration by the City Council as a resolution on July 28, 2020.

**ATTACHMENTS**: List any attachments (contracts, policies, agreements, etc.). Letter of Agreement

# **CONTACT:**

Karen Short, Senior Human Resources Analyst, (253) 591-5424

Presenter: Dylan Carlson, Senior Labor Relations Manager, (253) 591-5609

# Letter of Agreement Between City of Tacoma And Tacoma Joint Labor Committee

Subject: Rebound Healthcare Assistance Program Effective Date:

This Letter of Agreement ("LOA") is between the City of Tacoma ("City"), the Tacoma Joint Labor Committee ("Joint Labor"), (collectively, the "Parties"). The intent is to establish parameters for the implementation of the "Rebound" pilot program (formerly known as "Tactical Athlete").

- Rebound is a service that assists employees in getting diagnosis and treatment for their
  musculoskeletal injuries in a more expedient and efficient manner by working with private
  insurers and worker's compensation. Rebound has a significant potential to provide employees
  with a better and faster recovery and save the City of Tacoma significant lost time.
- 2. The City of Tacoma intends to provide a one year pilot program of the Rebound service beginning in 2020 and expected to continue for twelve (12) months. The pilot program will be available to certain positions identified by City management within Tacoma Fire Department ("TFD"), Tacoma Police Department ("TPD"), and Tacoma Power based on identified risk of occupational injury. A list of covered positions will be provided to impacted unions.
- 3. During the pilot program TFD, TPD, and Tacoma Power may independently elect to withdraw from the pilot program with thirty (30) days' notice to the impacted unions. At the conclusion of the pilot program, TFD, TPD, and Tacoma Power will individually assess the efficacy of the program for their department or divisions and determine whether to:
  - a. extend the program for an additional pilot period;
  - b. cease to participate in the program; or
  - c. make the program a permanent offering in the respective department or division.
- 4. The City or Tactical Athlete may terminate the service with thirty (30) days' notice by either party. Should either the City or Tactical Athlete terminate the program, there shall be no obligation for the City to continue the program or find any alternative.

The City of Tacoma shall assume the entire cost of the pilot program. Should the pilot program be extended or become a permanent offering, the Parties shall meet to negotiate the employee cost share, if any. Nothing in this letter is intended to be used as a precedent for future contract negotiations or other similar matters.

EXECUTED THIS	DAY OF	, 20
CITY OF TACOMA		JOINT LABOR COMMITTEE
City Manager		County & City Employees Local 120
Public Utilities Director		District Lodge 160 IAM & AW
Human Resources Director		Firefighters Union Local 31
		International Brotherhood of Electrical Workers Local 483
		Professional & Technical Employees Local 17
		Teamsters Local 313
		Teamsters Local Union 117
APPROVED AS TO FORM:		
City Attorney		

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