



RESOLUTION NO. U-11291

1 A RESOLUTION relating to a Letter of Agreement between the City of Tacoma
2 and the Tacoma Joint Labor Committee; regarding the addition of June
3 19th "Juneteenth," as a paid holiday for City employees

4 WHEREAS the City of Tacoma, and Tacoma Joint Labor Committee
5 have proposed a Letter of Agreement ("LOA") to add June 19th "Juneteenth" as
6 a paid holiday for City employees beginning in the calendar year 2022, and

7 WHEREAS the unions which comprise the Tacoma Joint Labor
8 Committee are: Professional & Technical Employees, Local 17; Tacoma
9 Firefighters, Local 31; Teamsters Local Union No. 117; Washington State
10 Council of County and City Employees, Local 120; International Association of
11 Machinists & Aerospace Workers, Local 160; Teamsters Local 313; and
12 International Brotherhood of Electrical Workers, Local 483, and

13 WHEREAS recognizing "Juneteenth" has become a central topic of
14 discussion at the national, state and local levels as many communities have
15 begun to recognize the significance of this historical event within the greater
16 context of American history, and

17 WHEREAS President Abraham Lincoln signed the Emancipation
18 Proclamation in 1863, which was designed to liberate more than three million
19 enslaved African people in the Confederate states, and

20 WHEREAS it was not, however, until northern soldiers arrived in
21 Galveston, Texas, on June 19, 1865, more than two years after the
22 proclamation, that the state's residents finally learned that slavery had been
23 abolished, and
24
25
26



1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

WHEREAS June 19th 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, and

WHEREAS in April, 2021, the Washington State Legislature passed
legislation marking Juneteenth as a paid legal holiday for state employees, and

WHEREAS on May 13, 2021, Governor Inslee signed House Bill 1016
into law with the first state holiday to be observed in June of 2022, and

WHEREAS the federal government acted a month later, passing a bill in
both houses to designate Juneteenth as a national holiday for federal
employees, and

WHEREAS it is in the best interests of the City that the proposed LOA
negotiated by the City and Tacoma Joint Labor Committee 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 to add June 19th “Juneteenth” as a paid holiday
for City employees beginning June of 2022, and the City Council is requested to
concur in the approval and authorize the proper officers of the City to execute

///

///

///

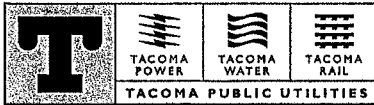


1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

the Letter of Agreement substantially in the form on file and as approved by the
City Attorney.

Approved as to form:

| | |
|-----------------|---------------|
| _____ | Chair |
| _____ /s/ _____ | Secretary |
| _____ | 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: November 17, 2021
DATE: November 5, 2021

SUMMARY:

A resolution recommending execution of a Letter of Agreement as negotiated with the Tacoma Joint Labor Committee, regarding the addition of June 19th "Juneteenth" as a paid holiday for City employees beginning in calendar year 2022.

BACKGROUND:

The resolution recommends execution of a Letter of Agreement as negotiated with the Tacoma Joint Labor Committee. The Letter of Agreement is scheduled for consideration by the City Council as a resolution on November 30, 2021.

The Letter of Agreement provides for the addition of June 19th "Juneteenth" as a paid holiday for City employees, beginning in calendar year 2022.

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.

The Unions which comprise the Tacoma Joint Labor Committee are: Professional & Technical Employees, Local 17; Tacoma Firefighters, Local 31; Teamsters Local Union No 117; Washington State Council of County and City Employees, Local 120; International Association of Machinists & Aerospace Workers, Local 160; Teamsters Local 313; and International Brotherhood of Electrical Workers, Local 483.

ATTACHMENTS:

Letter of Agreement
Fiscal Impact Memorandum

CONTACT:

Karen Short, Senior Human Resources Analyst, (253) 591-5424
Presenter: Dylan Carlson, Senior Labor Relations Manager



To: Elizabeth Pauli, City Manager

From: Katie Johnston, Budget Officer

Date: November 3, 2021

Subject: Fiscal Impact of Joint Labor Juneteenth Holiday LOA (TA)

Overview

The following provides an estimate fiscal impact of the Tentative Agreement between the City of Tacoma and the Tacoma Joint Labor Committee to add June 19th “Juneteenth” as a paid holiday for City employees beginning in calendar year 2022.

Financial Impact

The majority of the financial impact is in lost productivity of employees who receive compensation but do not work on the Holiday. In addition to lost productivity, the City also has service continuity costs, which are regular wages to employees working on the observed holiday. Other cost drivers are the incremental costs of holiday premiums and overtime to backfill continuity staff who take the day off. The amounts below are an estimate of the cost of a paid holiday in 2022 for employees in the following bargaining units:

- | | |
|-------------------------------------|--|
| Local 17 | Local 313 |
| Local 17 TPD non-uniformed managers | Local 483 Clerical |
| Local 31 | Local 483 Court clerks |
| Local 117 General unit | Local 483 Custodial & building maintenance |
| Local 117 TVE | Local 483 Customer & field services |
| Local 120 General unit | Local 483 Human resources |
| District 160 General unit | Local 483 Power |
| District 160 Wastewater supervisors | Local 483 Supervisors |
| District 160 Locomotive mechanics | Local 483 Water |
| District 160 Track workers | Local 483 Water Pollution |
| District 160 Yard Clerks | |

Continued on next page.



| Fund/Department | 2022 Budgeted FTE | Lost Productivity Costs | Service Continuity Costs | Incremental Costs | Total |
|------------------------------|-------------------|-------------------------|--------------------------|-------------------|------------------|
| General Fund | 420 | \$26,000 | \$77,000 | \$10,000 | \$113,000 |
| General Fund Supported | 112 | 41,000 | 6,000 | 2,000 | 49,000 |
| Environmental Services | 410 | 126,000 | 37,000 | 17,000 | 180,000 |
| All Other General Government | 482 | 105,000 | 25,000 | 6,000 | 136,000 |
| Tacoma Public Utilities | 859 | 299,000 | 40,000 | 17,000 | 356,000 |
| Total | 2283 | \$597,000 | \$185,000 | \$52,000 | \$834,000 |

Funding for 2022

Employee regular wages and benefits captured in lost productivity and service continuity costs are included in the 2021-2022 Biennial Budget. The incremental costs of offering the paid holiday are not budgeted. Departments will be responsible for adhering to their overall level of appropriation.

CC:

- Dylan Carlson, Lead Labor Negotiator
- Karen Short, Senior Human Resource Analyst
- Jen Watts, Labor Relations Analyst
- Jim Sant, Tacoma Public Utilities Deputy Director
- Hayley Falk, Lead Management Analyst
- Tammy Liddle Lobban, Management Analyst

**Letter of Agreement
by and between
City of Tacoma
and
Tacoma Joint Labor Committee**

Subject: Juneteenth Holiday

This Letter of Agreement ("LOA") is entered into between the City of Tacoma and the Tacoma Joint Labor Committee ("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 City employees beginning in calendar year 2022. Article 6.12 of the 2020-2021 Tacoma Joint Labor Agreement ("TJLA") – which was previously extended through December 31, 2022 by Letter of Agreement – will be amended as follows:

6.12 Holidays shall be as provided in Section 1.12.200 of the Tacoma Municipal Code. 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 to employees or days off in lieu thereof.

New Year's Day (January 1)
Martin Luther King Day (third Monday in January)
Presidents' Day (third Monday in February)
Memorial Day (last Monday in May)
Juneteenth (June 19)
Fourth of July
Labor Day (first Monday in September)
Veterans' Day (November 11)
Thanksgiving Day (fourth Thursday in November)
The day immediately following Thanksgiving Day
Christmas Day (December 25)

Consistent with Article 2.1.3 of the TJLA, the Parties recognize that certain individual member union's collective bargaining agreements may include holiday rules more specific than those contained within the TJLA, and that those provisions supersede the TJLA. It is the shared commitment of the parties to expeditiously meet and integrate this new paid holiday into the existing work rules of those individual member union's collective bargaining agreements, where necessary, providing equal benefit to Juneteenth as other observed holidays.

This change will be effective upon signature by the parties hereto. This LOA shall not establish precedent for the parties hereto, nor for any other collective bargaining units or departments of the City.

EXECUTED THIS _____ DAY OF _____, 2021

CITY OF TACOMA

JOINT LABOR COMMITTEE

City Manager

County & City Employees Local 120

Director of Public Utilities

District Lodge 160 IAM & AW

Human Resources Director

Firefighters Union Local 31

Finance Director

International Brotherhood of
Electrical Workers Local 483

PROTEC Local 17

Teamsters Local 313

Teamsters Local Union 117

APPROVED AS TO FORM:

City Attorney

Attest:

City Clerk