



RESOLUTION NO. U-11302

1 A RESOLUTION relating to a Letter of Agreement between the City of Tacoma
2 and the Brotherhood of Locomotive Engineers and Trainmen; regarding
3 the addition of June 19th "Juneteenth," as a paid holiday for City
4 employees.

5 WHEREAS the City of Tacoma, and the Brotherhood of Locomotive
6 Engineers and Trainmen have proposed a Letter of Agreement ("LOA") to add
7 June 19th "Juneteenth" as a paid holiday for Tacoma Rail employees beginning
8 in the calendar year 2022, and

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

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

16 WHEREAS it was not, however, until northern soldiers arrived in
17 Galveston, Texas, on June 19, 1865, more than two years after the
18 proclamation, that the state's residents finally learned that slavery had been
19 abolished, and

20 WHEREAS June 19th has been celebrated to commemorate the
21 abolitionment of slavery and the contributions of African Americans to society
22 and is now known as "Juneteenth" and celebrated all across the nation, and

23 WHEREAS in April, 2021, the Washington State Legislature passed
24 legislation marking Juneteenth as a paid legal holiday for state employees, and
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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 the Brotherhood of Locomotive Engineers and Trainmen 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 Brotherhood of Locomotive Engineers and Trainmen 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 the Letter of Agreement substantially in the form on file and as approved by the City Attorney.

Approved as to form:

| | |
|----------------------------|-----------|
| /s/ | Chair |
| Chief Deputy City Attorney | Secretary |
| Clerk | Adopted |



Board Action Memorandum

TO: Jackie Flowers, Director of Utilities

COPY: Charleen Jacobs, Director and Board Offices

FROM: Karen Short, Senior Human Resources Analyst
Shelby Fritz, Human Resources Director
Dylan Carlson, Senior Labor Relations Manager
Bill Fosbre, City Attorney

MEETING DATE: January 26, 2022

DATE: January 14, 2022

SUMMARY:

A resolution recommending adoption of a Letter of Agreement as negotiated with the Brotherhood of Locomotive Engineers and Trainmen, regarding the addition of June 19th "Juneteenth" as a paid holiday for Tacoma Rail employees beginning in calendar year 2022.

BACKGROUND:

The resolution recommends adoption of a Letter of Agreement as negotiated with the Brotherhood of Locomotive Engineers and Trainmen. The LOA provides for the addition of June 19th "Juneteenth" as a paid holiday for Rail employees, beginning in calendar year 2022. The Letter of Agreement will be scheduled for consideration by the City Council as a resolution on February 8, 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.

ATTACHMENTS:

Letter of Agreement
Fiscal Impact Memorandum from the Management Services Office

CONTACT:

Karen Short, Senior Human Resources Analyst, (253) 591-5424
Dylan Carlson, Senior Labor Relations Manager, (253) 591-5609



TACOMA PUBLIC UTILITIES
 3628 South 35th Street
 Tacoma, Washington 98409-3192

To: Katie Johnston, Budget Officer
 From: Jim Sant, Deputy Director of Administration, Management Services JS
 Date: January 6, 2022
 Subject: Fiscal Impact of Juneteenth holiday for the Brotherhood of Locomotive Engineers and Trainmen (BLET) bargaining unit.

Background:

A Tentative Agreement between the City of Tacoma and the Brotherhood of Locomotive Engineers and Trainmen (BLET) bargaining unit has been reached to add June 19th "Juneteenth" as a paid holiday for Union employees beginning in calendar year 2022.

This bargaining unit covers 20 budgeted full-time equivalent (FTE) positions in the Tacoma Public Utilities Tacoma Rail division.

Fiscal Impact:

The fiscal impact of adding Juneteenth as a paid holiday is shown below. This assumes a typical eight-hour day of productive work is now replaced by an equivalent paid day off.

| Bargaining Unit | Budgeted FTE | IMPACT |
|-------------------------------------|--------------|--------|
| Brotherhood of Locomotive Engineers | 20.00 | 10,392 |

Concur:

Jackie Flowers, Director of Utilities, CEO



**Letter of Agreement
by and between
The CITY OF TACOMA
DEPARTMENT OF PUBLIC UTILITIES,
BELT LINE RAILWAY DIVISION
dba Tacoma Rail
and
BROTHERHOOD OF LOCOMOTIVE
ENGINEERS AND TRAINMEN**

Subject: Juneteenth Holiday

This Letter of Agreement ("LOA") is entered into between the City of Tacoma, Department of Public Utilities Belt Line Railway Division and the Brotherhood of Locomotive Engineers and Trainmen bargaining unit ("Union" or "BLET") (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.

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Agreement

The Parties hereby agree to add June 19th "Juneteenth" as a paid holiday for City employees beginning in calendar year 2022. Article 3.6, Section 1(A), of the Parties' collective bargaining agreement will be amended as follows:

ARTICLE 20 – HOLIDAYS

Holidays shall be as provided in Section 1.12.210 of the Official Code of the City of Tacoma. This Section shall provide in part as follows:

Section 1

- A. All regular, probationary or extra employees shall be paid for, the following holidays as specified in this subsection: New Year's Day (January 1); Washington's Birthday (third Monday in February); Memorial Day (last Monday in May); **Juneteenth (June 19)**; Fourth of July; Labor Day (first Monday in September); Veteran's Day (November 11); Thanksgiving Day; the day immediately following Thanksgiving Day; Christmas Eve Day

(December 24); Christmas Day (December 25).

In addition to the above holidays, employees shall be entitled to two (2) floating paid holidays per calendar year; these days to be mutually agreed to by both employee and management. An employee shall be allowed to take his/her birthday as one (1) floating holiday, provided the Superintendent receives the request in writing ten (10) days prior the birthday. To be eligible for this holiday, employees must have been or are scheduled to be continuously employed by the City for more than four (4) months as a regular, probationary, or appointive full-time employee during the calendar year of entitlement.

The second floating paid holiday per calendar year shall be granted to qualifying employees in lieu of Martin Luther King's Birthday holiday; this day to be mutually agreed to by both employee and management. It is understood that an employee may use this second floating holiday on Martin Luther King's birthday holiday if desired.

The Parties acknowledge that the fiscal impact of this LOA shall be included in the total cost analysis of current and future collective bargaining.

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
DEPARTMENT OF PUBLIC UTILITIES
TACOMA RAIL

BROTHERHOOD OF LOCOMOTIVE
ENGINEERS AND TRAINMEN

Director of Public Utilities

General Chairman, BLET

Superintendent, Tacoma Rail

APPROVED AS TO FORM:

City Attorney