



## RESOLUTION NO. U-11303

1 A RESOLUTION relating to a Letter of Agreement between the City of Tacoma  
2 and the International Association of Sheet Metal, Air, Rail, and  
3 Transportation Workers – Transportation Division (SMART – TD),  
4 Conductors; regarding the addition of June 19<sup>th</sup> “Juneteenth,” as a paid  
5 holiday for City employees.

6 WHEREAS the City of Tacoma, and the International Association of  
7 Sheet Metal, Air, Rail, and Transportation Workers – Transportation Division  
8 (SMART – TD), Conductors have proposed a Letter of Agreement (“LOA”) to  
9 add June 19<sup>th</sup> “Juneteenth” as a paid holiday for Tacoma Rail employees  
10 beginning in the calendar year 2022, and

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

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

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

22 WHEREAS June 19<sup>th</sup> has been celebrated to commemorate the  
23 abolishment of slavery and the contributions of African Americans to society  
24 and is now known as “Juneteenth” and celebrated all across the nation, and  
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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 the International Association of Sheet Metal, Air, Rail, and Transportation Workers – Transportation Division (SMART – TD), Conductors 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 International Association of Sheet Metal, Air, Rail, and Transportation Workers – Transportation Division (SMART – TD), Conductors is approved to add June 19<sup>th</sup> “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
_____	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  
Shelby Fritz, Human Resources Director  
Dylan Carlson, Senior Labor Relations Manager  
Bill Fosbre, City Attorney

**MEETING DATE:** January 26, 2022

**DATE:** January 14, 2022

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### **SUMMARY:**

A resolution recommending adoption of a Letter of Agreement as negotiated with the International Association of Sheet Metal, Air, Rail, and Transportation Workers – Transportation Division (SMART-TD), Conductors, regarding the addition of June 19<sup>th</sup> “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 International Association of Sheet Metal, Air, Rail, and Transportation Workers – Transportation Division (SMART-TD), Conductors. The LOA provides for the addition of June 19<sup>th</sup> “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.

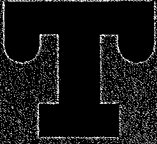
In April of 2021, the Washington State legislature passed legislation marking Juneteenth as paid legal holidays for State employees. On May 13, 2021, Governor Inslee signed House Bill 1016 into law with the first state holiday to be observed in June of 2022. The Federal Government acted a month later 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 SMART-TD Conductor bargaining unit.

**Background:**

A Tentative Agreement between the City of Tacoma and the Sheet Metal, Air, Rail and Transportation – Transportation Division (SMART-TD) Conductor 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 46 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
SMART TD Conductors	46.00	20,790

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  
SMART-TD CONDUCTORS**

**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 SMART-TD Conductor bargaining unit ("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 19<sup>th</sup> "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:

**Section 1**

A. All regular, probationary or extra board employees shall be paid for the following holidays as specified in the subsection:

- New Year's Day (January 1);
- Washington's Birthday (3rd Monday in February);
- Memorial Day (last Monday in May);
- **Juneteenth (June 19)**
- Fourth of July;
- Labor Day (1st Monday in September);

- Veteran's Day (November 11);
- Thanksgiving Day (4th Thursday of November)
- The day immediately following Thanksgiving Day;
- Christmas Eve Day (December 24)
- Christmas Day (December 25).

In addition to the above holidays, employees will 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 Terminal Superintendent receives the request in writing ten (10) days prior to the birthday. To be eligible for these holidays, 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

SMART-TD CONDUCTORS

\_\_\_\_\_  
Director of Public Utilities

  
\_\_\_\_\_  
General Chairman, SMART-TD Conductors

\_\_\_\_\_  
Superintendent, Tacoma Rail

APPROVED AS TO FORM:

\_\_\_\_\_  
City Attorney