



RESOLUTION NO. U-11304

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 Yardmasters; regarding the addition of June 19th “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), Yardmasters have proposed a Letter of Agreement (“LOA”) to
9 add June 19th “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 19th 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
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 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), Yardmasters 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), Yardmasters 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
_____	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

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), Yardmasters, 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 International Association of Sheet Metal, Air, Rail, and Transportation Workers – Transportation Division (SMART-TD), Yardmasters. 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.

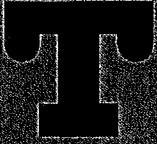
In April of 2021, the Washington State legislature passed legislation marking Juneteenth as paid legal holidays for State employees. On May 13, 2021, Governor Inslee signed House Bill 1016 into law with the first state holiday to be observed in June of 2022. The Federal Government acted a month later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

Background:

A Tentative Agreement between the City of Tacoma and the Sheet Metal, Air, Rail and Transportation – Transportation Division (SMART-TD) Yardmasters 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 six 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 Yardmasters	6.00	3,580

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 YARDMASTERS**

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 Yardmaster 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 19th "Juneteenth" as a paid holiday for City employees beginning in calendar year 2022. Section 2.5.4 and Section 3.7.1 of the Parties' 2021-2024 tentatively agreed upon collective bargaining agreement ("CBA") will be amended as follows, contingent upon City Council ratification of that CBA and this LOA.

Section 2.5.4 Effective upon ratification, all service performed on observed holidays (New Year's Day, Memorial Day, **Juneteenth**, Independence Day, Labor Day, Thanksgiving Day and Christmas Day) shall be paid at two (2) times the hourly rate in addition to holiday pay. The above holidays will be observed on the actual holiday.

Section 3.7.1 This Section supersedes specific provisions of Section 1.12.210 of Tacoma Municipal Code with which it conflicts. Where this Agreement is silent, the provisions of Section 1.12.210 of the Tacoma Municipal Code shall control. This Section will provide in part as follows:

All regular Yardmasters shall be paid for the following holidays as specified in this subsection:

- New Year's Day (January 1),
- Memorial Day (last Monday in May),
- **Juneteenth (June 19)**,
- Independence Day (July 4),
- Labor Day (1st Monday in September),
- Thanksgiving Day (fourth Thursday of November),
- Christmas Day (December 25).

The above holidays will be observed on the actual day of the holiday.

In addition to the above holidays, Yardmasters will be entitled to **twenty (20) hours of paid floating holiday** ~~two (two-hour) floating paid holidays~~ per calendar year; to be mutually agreed to by both Yardmaster and Management. **The twenty (20) hours of paid floating holiday will be taken in a twelve (12) hour increment, and an eight (8) hour increment. Employees may supplement the final eight (8) hours of floating holiday with four (4) hours of vacation leave, personal time off, compensatory time, or leave without pay, at the employee's option to make up the difference between the employee's normally scheduled shift and the eight (8) hours of floating holiday.** A Yardmaster shall be allowed to take his/her birthday as one floating holiday, provided the Terminal Superintendent's office receives the request in writing ten (10) days prior the birthday. To be eligible for floating holidays, Yardmasters must have been or are scheduled to be continuously employed by the City for more four (4) months as a regular full-time Yardmaster during the calendar year of entitlement.

A portion of these paid floating holiday hours are ~~A second floating paid holiday, per calendar year will be granted to qualifying Yardmasters in lieu of Martin Luther King's Birthday holiday; this day to be mutually agreed to by both Yardmaster and Management.~~ It is understood that a Yardmaster may use **paid floating holiday hours** ~~this 2nd floating holiday~~ on Martin Luther King's birthday holiday if desired.

Designated holidays and paid floating holidays will total one-hundred and four (104) hours in a calendar year.

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 _____, 2022

CITY OF TACOMA
DEPARTMENT OF PUBLIC UTILITIES
TACOMA RAIL

SMART-TD YARDMASTERS

Director of Public Utilities

General Chairman, SMART-TD Yardmasters

Superintendent, Tacoma Rail

APPROVED AS TO FORM:

City Attorney