



TACOMA HOUSING AUTHORITY

RESOLUTION 2008-12-05 (4)

Date: December 5, 2008
To: THA Board of Commissioners
From: Michael Mirra
Executive Director
Re: Approval of Collective Bargaining Agreement with Pierce County, Washington
Building and Trades Council

Background

On Wednesday, December 10th, THA's maintenance staff who constitute the bargaining unit represented by the Pierce County, Washington Building and Trades Council will vote whether to ratify the new collective bargaining agreement (CBA) that representatives of the Council and THA negotiated over the past several months. In anticipation that the CBA will be ratified, I present a resolution to the Board that would authorize me to sign the CBA on THA's behalf. I recommend that the Board do so.

I attach the new CBA with the changes from the prior contract shown in **Black bold**.

The notable features of the new CBA are as follows:

- 1. 3% WAGE INCREASES IN 2008 AND 2009**
Maintenance Specialists will receive a 3% increase effective July 2008 and July 2009.
- 2. 3% ADJUSTMENT TO SALARY RANGES IN 2008 AND 2009**
The salary range for the Maintenance Specialist will go up by 3% in 2008 and 2009.
- 3. NEW BENEFIT PACKAGE AND TRADE-OFF FOR HIGHER WAGES**
In the most notable feature of this contract, Maintenance Specialists will switch from the United Employees' Benefit Trust (UEBT) medical plan into the Laborer's Trust Health Plan. The Laborer's Trust plan costs THA \$246 less per month per employee than UEBT. The Laborer's Trust plan also includes long term disability, life, and AD&D coverage. That coverage currently is supplied by Standard Insurance Company. The Maintenance Specialists will be removed from coverage under Standard Insurance, also saving approximately \$59 each

month per employee. Since THA is paying less in insurance premiums, we have agreed to give the amount saved back to the Maintenance Specialists in their wages. They will receive a cost-neutral “wage supplement” of \$1.13 per hour.

Mark Martinez, the Secretary of the Trades Council, led this initiative. He was also very helpful in figuring out the details. Because of Mark, we will now be able to give money to our staff that would otherwise have gone to insurance carriers. We are grateful for his leadership!

4. BENEFIT PREMIUM COST SHARING

Benefit costs continue to increase and THA needs a methodology for controlling those costs. In this contract, THA negotiated that employees will share with THA the cost of future premium increases.

5. RECOGNITION OF THA-PCWBCTC-OPEIU AGREEMENT-Dec 2006

This contract incorporates a current agreement among THA and its unions acknowledging THA’s ability to use either THA staff or contract staff on properties that are not conventional public housing (*E.g.*, Salishan, new Hillside, Wedgewood, Stewart Court, other properties we may purchase). It states that if THA uses its own staff at such properties for bargaining positions then the staff will be union members under the CBAS. The agreement states THA’s preference to use union staff, unless the properties cannot support the costs of doing so.

6. LETTER OF UNDERSTANDING-GROUNDS/CUSTODIAL CREW

THA negotiated grounds and custodial work out of the Trades Council contract in 2005. This LOU allows for negotiations between THA and the Trades Council to determine whether an in-house grounds/custodial crew might make financial and operational sense.

7. ON-CALL AGREEMENT

THA and the Trades Council negotiated an On-Call Agreement in 2006. The agreement put into place a structure for responding to emergency repair calls after hours and shares the work evenly between all maintenance staff. This agreement formally becomes part of the contract.

8. EXPANSION OF BEREAVEMENT BENEFITS

Taking into account the expanding definition of family, we added a couple of new definitions (such as stepparents and adopted children) that are covered under the benefit. These are benefits that we had already been extending to employees. This puts the practice into writing.

9. EMERGENCY SHORT-TERM EMPLOYMENT

This new section gives THA flexibility to hire very short term temporary employees without being required to go through the union. This applies when the union is not able to provide temporary employees quickly enough to meet a short-term project. An example of an “emergency” short-term project might be when the governor’s office calls to say that they will be over in a day or two to tour

Salishan. It allows us to hire a couple extra hands to ensure the site shines for our guests.

10. PART-TIME EMPLOYEES

For the first time, the contract allows the option of part-time employees. While THA has no immediate plans for part-time employees, this section might be used for reasonable accommodation purposes or other special situations. We imagine it may also be used in the future to retain an older employee who isn't quite ready to retire but could be used in a part-time role.

11. CONTRACT LENGTH AND RE-OPENER CLAUSE

This is a 3-year contract for the term of June 1, 2008 through May 31, 2011, with a re-opener clause for 2010 solely for the purpose of negotiating wages and insurance benefits.

Recommendation

I recommend the Board approve this resolution.



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Approval of Collective Bargaining Agreement With Pierce County, Washington Building and Trades Council

A RESOLUTION of the Board of Commissioners of the Housing Authority of the City of Tacoma

WHEREAS, the most recent collective bargaining agreement between the Tacoma Housing Authority (THA) and the Pierce County, Washington Building and Trades Council expired May 31, 2008;

WHEREAS, THA and the Trades Council have reached a tentative agreement on a new collective bargaining agreement, a copy of which has been presented to the Board of Commissioners;

WHEREAS by Wednesday, December 10, 2008, the THA staff in the bargaining unit that the Trades Council represents have voted to ratify the tentative contract; and

Resolved . . .

1. The Board authorizes the Executive Director to execute the tentative collective bargaining agreement with the Pierce County, Washington Building and Trades Council.

Approved: December 17, 2008



Ken Miller, Chairman