



TACOMA HOUSING AUTHORITY

RESOLUTION 2008-12-05 (5)

Date: December 5, 2008
To: THA Board of Commissioners
From: Michael Mirra
Executive Director
Re: Approval of Collective Bargaining Agreement with OPEIU

Background

Within the next ten days, THA's staff who constitute the bargaining unit represented by the Office and Professional Employees International Union, Local 23 will vote to ratify the new collective bargaining agreement (CBA) that representatives of OPEIU and THA negotiated over the past couple 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 JANUARY 2009 AND 2010**
OPEIU staff will receive a 3% increase in 2009 and 2010.
- 2. 3% ADJUSTMENT TO SALARY RANGES IN 2009 AND 2010**
The salary range for OPEIU employees will go up by 3% in 2009 and 2010.
- 3. BENEFIT PREMIUM COST SHARING**
Benefit costs continue to increase and THA needs a methodology for controlling those costs. In the last contract THA negotiated that employees pay a monthly pre-tax payroll deduction of \$50 towards their medical premium. This was a first for the organization. In this contract, THA negotiated that employees will share with THA in payment of the cost of future medical plan premium increases.
- 4. 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.

5. MOU-MERIT BASED PAY

THA has agreed to confer with OPEIU on the design of a merit based pay program. When the contract re-opens negotiations for a 2011 salary increase, the topic of a merit based pay plan may be introduced.

6. 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.

7. EXPANSION OF BEREAVEMENT BENEFITS

Taking into account the expanding definition of family, we added a couple 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.

8. HOLIDAY PAY POLICY FOR FLEX-TIME SCHEDULES

THA is looking for ways to help their employees during these difficult economic times. One method is to allow employees to work a four-day a week, ten-hours per day schedule. The schedule saves on gas, childcare costs, and commute time. Holiday pay for this schedule can be confusing so we agreed on a methodology for calculating holiday pay.

9. CONTRACT LENGTH AND RE-OPENER CLAUSE

This is a 3-year contract for the term of January 1, 2009 through December 31, 2011, with a re-opener clause for 2011 solely for the purpose of negotiating wages and insurance benefits.

Recommendation

I recommend the Board approve this resolution.



TACOMA HOUSING AUTHORITY

RESOLUTION 2008-12-05 (5)

Approval of Collective Bargaining Agreement

With Office and Professional Employees International Union, Local 23

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 Office and Professional Employees International Union, Local 23 (OPEIU) expires December 31, 2008;

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

WHEREAS within the next 10 days, the THA staff in the bargaining unit that OPEIU represents will vote to ratify the tentative contract; and

Resolved . . .

1. The Board authorizes the Executive Director to execute the tentative collective bargaining agreement with Office and Professional Employees International Union.

Approved: December 17, 2008

A handwritten signature in black ink, appearing to read "Ken Miller", written over a horizontal line.

Ken Miller, Chairman