



TACOMA HOUSING AUTHORITY

RESOLUTION 2021-06-23 (5)

Date: June 23, 2021
To: THA Board of Commissioners
From: Michael Mirra
Executive Director
Re: Extending the Collective Bargaining Agreement with OPEIU

This Resolution would authorize the Executive Director to sign the Memorandum of Understanding (MOU) to extend the Collective Bargaining Agreement (CBA) between the Tacoma Housing Authority ("THA") and the Office and Professional Employee International Union local 8 ("OPEIU").

Background

In June of 2018 the Collective Bargaining Agreement (CBA) was negotiated by representatives of OPEIU and THA effective July 1, 2018. That CBA is set to expire on June 30, 2021. The negotiating teams from OPEIU and THA have not begun negotiations for the next CA due to impediments caused by the COVID pandemic and staff turnover in the Human Resources department. THA and OPEIU propose to extend the present CBA for one year on the terms below.

Attached is a Memorandum of Understanding (MOU) showing the details of the extension. This has already been ratified by union members and signed by the OPEIU Business Manager. This Agreement will allow the continuance of salary increases which has been allowed for the past three years. In summary, it allows:

- A 3% across-the-board increase process in July 2021.
- A 2% budget for the Variable Pay budget for 2021/2022.

Extending the CBA for one year will allow the negotiating teams to have time to bargain collaboratively without having the pressure of an expired Agreement.

Recommendation

Approve Resolution 2021-06-23 (5) authorizing THA's Executive Director to sign the MOU to extend the CBA between OPEIU and THA.



TACOMA HOUSING AUTHORITY

RESOLUTION 2021-06-23 (5) **(Approval of Extending Collective Bargaining Agreement with OPEIU)**

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

Whereas, The collective bargaining agreement (CBA) between the Housing Authority of the City of Tacoma (THA) and the Office and Professional Employees International Union, Local 8 (OPEIU) will expire on June 30, 2021; and

Whereas, OPEIU gave timely notice to THA to reopen negotiations for a new CBA; and

Whereas, THA and OPEIU have not have the opportunity to begin negotiations; and

Whereas, THA and OPEIU have reached an agreement to extend the existing CBA for one year; and

Whereas, OPEIU has signed the attached MOU; now, therefore, be it

Resolved by the Board of Commissioners of the Housing Authority of the City of Tacoma, Washington as follows:

1. Extend the current Collective Bargaining Agreement with the Office and Professional Employees International Union, Local 8 through June 30, 2022.
2. Allow the continuance of salary increases for all-staff which has been allowed for the past three years. In summary, allow:
 - A 3% across-the-board increase process in July 2021.
 - A 2% budget for the Variable Pay budget for 2021/2022.
3. Effective Date. This resolution shall be in full force and effect from and after its adoption and approval.

Approved: June 23, 2021

A blue ink signature of Stanley Rumbaugh, written in a cursive style. Below the signature is a horizontal line.

Stanley Rumbaugh, Chair

MEMORANDUM of UNDERSTANDING
Between
Office and Professional Employees International Union, Local 8
And
Housing Authority of the City of Tacoma

Extension of Collective Bargaining Agreement

The purpose of this Memorandum of Understanding between Office and Professional Employees International Union, Local 8 (OPEIU or Union) and Housing Authority of the City of Tacoma (THA or Employer) is to memorialize an agreement to extend the terms of the expiring collective bargaining agreement (CBA) which cover the period of July 1, 2018 through June 30, 2021 (the "Agreement").

Specifically, OPEIU and THA agree as follows:

1. The terms of the Agreement will be extended by one year, with a new expiration date of June 30, 2022 (the "Extension").
2. Effective July 1, 2021, all then current, regular bargaining unit employees will be eligible for an across-the-board salary increase as listed below. The parties agree on the following terms.
 - (a) All regular employees not covered by (c), (d) and (e) will receive a 3.0% pay increase.
 - (b) An employee whose salary, with the addition of the pay increase, would reach or exceed the top of their position's Pay Grade will receive an increase to their salary that is the lesser of (i) to the top of the new range; or (ii) their eligible percentage. They will receive the difference between their eligible percentage increase and their actual percentage increase in a lump sum.
 - (c) An employee who was hired or promoted between April 1, 2021 and May 31, 2021 will receive a general wage increase of 1.5%.
 - (d) Employees hired or promoted on or after June 1, 2021 will not be eligible for a salary increase in 2021.
 - (e) THA temporary employees are not eligible for this increase.
3. In addition to the above salary increase, Employer will create a twelve (12) month Variable Pay Plan pool from July 1, 2021 through June 30, 2022. Bargaining unit employees who are employed in a regular classification are eligible for Variable Pay according to the terms of the THA Policy HR-20.35 Variable Pay Revised June 15, 2016. Employer reserves the right to distribute this pool in the forms determined by the revised THA Policy HR-20.35 Variable Pay, Revised June 15, 2016.

The funding for this Variable Pay pool will equal 2% of the OPEIU salary budgeted from July 1, 2021 through June 30, 2022. This budget will be established and approved by the Board of Commissioners and will remain the same whether positions are filled or unfilled. Employer reserves the right to decrease the size of this target pool should Employer incur a significant revenue shortfall as a result of state or federal budget restrictions.

The provisions of this MOU shall be effective June 23, 2021.

This MOU supersedes any inconsistent language in the parties' CBA and any prior MOU regarding the subject matter of this MOU.

**OFFICE AND PROFESSIONAL
EMPLOYEES INTERNATIONAL
UNION LOCAL 8**

**HOUSING AUTHORITY FOR THE
CITY OF TACOMA**

By: 

By: 

Print Name: Valarie Peaphon

Print Name: April Black

Print Title: Union Representative

Print Title: Acting Executive Director

Date: 6/9/2021

Date: 7.30.2021