



TACOMA HOUSING AUTHORITY

RESOLUTION 2017-05-24 (1)

Date: May 24, 2017
To: THA Board of Commissioners
From: Michael Mirra
Executive Director
Re: 1-Year Extension of Trades Collective Bargaining Agreement

This resolution would authorize Tacoma Housing Authority's Executive Director to sign a Memorandum of Understanding (MOU) to approve a 1-year extension of the Collective Bargaining Agreement (CBA) between THA and the Pierce County, Washington Building and Construction Trades Council.

Background

The current CBA between THA and the Trades Council is scheduled to expire on May 31, 2017. This resolution would authorize the executive director to sign an agreement with the Trades Council to extend it by one year, with some changes. The Trade Council staff have already voted to approve this extension.

THA staff and the Trades Council favor a one-year extension to account for the uncertainty of federal funding in 2018. The agreement will do the following:

1. Extend the THA & Trades Council CBA for the additional period from June 1, 2017 through May 31, 2018.
2. Revise Schedule A of the CBA as follows:

In the first full pay period in July 2017, current bargaining unit employees will be eligible for a wage increase based on the following factors:

- a. All regular bargaining unit employees not covered by (b) or (c) will receive a 3% wage increase.
- b. A bargaining unit employee, who was hired between April 1, 2017 and June 30, 2017, will receive a general wage increase of 1.5%.
- c. Bargaining unit employees hired on or after July 1, 2017, will not be eligible for a wage increase in 2017.

3. The 2017 Six-Month Performance Based Pool set forth in section 6 of Schedule A is extended to be a 12-Month Performance Based Pool covering calendar year 2017.
4. Schedule A of the CBA is also revised as follows:

For the first six (6) months of 2018, THA will create a target Performance Based Pool. All bargaining unit employees who are employed in a regular classification at the time of any distribution will be eligible to participate in this performance based pool. THA reserves the right to determine how to distribute this pool.

Pre-established business and operational factors will determine the size of the pool, up to a maximum of 1.5% of the Maintenance payroll. THA reserves the right to decrease the size of this target pool should THA incur a significant revenue shortfall as a result of state or federal budget reductions or based on the percentage of established business and operational factors met.
5. During this extension period, all other terms of the CBA shall be unchanged.
6. The extended Collective Bargaining Agreement shall terminate on May 31, 2018.

Recommendation

Authorize Tacoma Housing Authority's Executive Director to sign an agreement to extend the Collective Bargaining Agreement (CBA) between THA and the Pierce County, Washington Building and Construction Trades Council by one year with the changes set forth above.



TACOMA HOUSING AUTHORITY

RESOLUTION 2017-05-24 (1) (1-Year Extension of Trades Collective Bargaining Agreement)

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

WHEREAS, The agency has a Collective Bargaining Agreement (CBA) with the Pierce County Building and Construction Trades Council; and

WHEREAS, The current CBA is scheduled to expire on May 31, 2017; now, therefore, be it

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

THA's Executive Director is authorized to sign an agreement extending the CBA by 1-year as follows:

1. All regular bargaining unit employees will receive wage increases ranging of 3% except that employees hired between April 1, 2017 and June 30, 2017, will receive a general wage increase of 1.5%, and employees hired on or after July 1, 2017, will not be eligible for a wage increase in 2017.
2. The 2017 Six-Month Performance Based Pool set forth in section 6 of Schedule A is extended to be a 12-Month Performance Based Pool covering calendar year 2017.
3. For the first six (6) months of 2018, THA will create a target Performance Based Pool. Pre-established business and operational factors will determine the size of the pool, up to a maximum of 1.5% of the Maintenance payroll.

Approved: May 24, 2017



Dr. Arthur C. Banks, Chair