



TACOMA HOUSING AUTHORITY

RESOLUTION 2011-11-16 (1)

DATE: November 6, 2011
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 November 4, 2011, THA's maintenance staff who constitute the bargaining unit represented by the Pierce County, Washington Building and Trades Council voted to ratify the new collective bargaining agreement (CBA) that representatives of the Council, Laborers, and THA negotiated. This is a 3-year contract that expires on May 31, 2014. I now present a resolution to the Board that would authorize me to sign the Agreement on THA's behalf. I recommend that the Board do so.

I attach the new CBA with changes from the last contract shown in **black bold**. The notable features of the new CBA are as follows:

- **WAGE INCREASES** – Due to the tight budget, there will be no wage increase this year for maintenance personnel. With uncertain future funding, we also were not confident to put increases into future years, so we have placed “openers” for 2012 & 2013 for the purpose of negotiating any wage increases or change in benefits.
- **COMPETENCIES** – While paying the maintenance personnel based on competencies was an excellent idea, the actual execution of the idea did not work. Most troublesome was the method of assessments we used to determine the competencies of each staff member. We used Bates Technical College. Its services were expensive and its results were not meaningful. THA and the Trades Council have agreed to stop using the competency pay scale. THA will place new employees within the salary range based on their previous experience, certifications, and training as assessed and determined by THA. We have adopted the salary range placement procedure in effect for OPEIU and non-represented positions.
- **SECTION 4.3 OVERTIME** - Overtime will now be calculated on hours worked rather than hours compensated. That means that overtime will not be calculated using holiday, sick or annual leave hours.
- **SECTION 4.8 ON-CALL** – The On-Call process was adopted several years ago. It has worked well but needed new language to tighten up the rules. We agreed on new language.
- **BENEFITS** – When the maintenance personnel changed to new insurance coverage under Northwest Laborers'-Employers' Health & Security Trust, they lost Long Term Disability coverage and the Employee Assistance Program (EAP). Those are not offered under that

program. With concern for our employee's future financial security and personal needs, we will be reinstating those benefits as of January 2012.

- **ASSORTED SECTIONS**

- We added new language to ensure that THA employees do not choose to use their own vehicles for the daily requirements of their position.
- We added new language to ensure that THA employees are given the opportunity to clean up and change clothing after being exposed to sewage, waste water, etc.
- We added new language to ensure that employees are told about the nature of any possible disciplinary meeting when the meeting is scheduled.

Recommendation

Approve Resolution 2011-11-16 (1) authorizing me to sign the new Pierce County, Washington Building and Trades Council collective bargaining agreement.

I am also pleased to report that the effort to bargain this agreement was constructive, respectful and collaborative. It leaves THA and the Trades Council with a productive relationship that should help us both move forward into the future.



TACOMA HOUSING AUTHORITY

RESOLUTION 2011-11-16 (1)

APPROVAL OF COLLECTIVE BARGAINING AGREEMENT WITH PIERCE COUNTY, WASHINGTON BUILDING AND TRADES COUNCIL

Whereas, The collective bargaining agreement between the Tacoma Housing Authority (THA) and the Pierce County, Washington Building and Trades Council (Trades Council) expired on May 31, 2011;

Whereas, THA and the Trades Council have reached a tentative agreement on a new collective bargaining agreement, a copy of which is attached to this resolution;

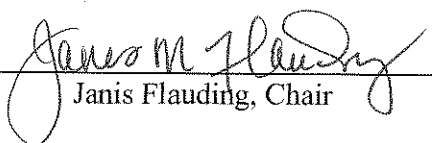
Whereas, on November 4, 2011, the THA staff in the Trades Council bargaining unit have voted to ratify the tentative contract; and,

Whereas, the Board of Commissioners finds that the collective bargaining agreement is fair and reasonable and that it would serve THA's interests;

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

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

Approved: November 16, 2011



Janis Flauding, Chair