



TACOMA HOUSING AUTHORITY

Policy No.	HR-45.01
Policy	Relationship Between Personnel Policies and Collective Bargaining Agreements
Date	July 28, 2009

1. Purpose and Policy

To state the relationship between THA's collective bargaining agreements (CBAs) and THA's personnel policies.

2. Sources for Policy

- ▶ Collective Bargaining Agreements

3. Scope of Policy

This policy applies to the extent that the CBAs govern any particular personnel issue.

4. Who is Responsible for Implementing Policy

<i>WHO</i>	<i>RESPONSIBILITIES</i>
<i>Human Resources Dept.</i>	To bear primary responsibility for monitoring THA's compliance with its CBAs and for identifying any conflicts between the CBAs and THA's personnel policy.
<i>Department Directors</i>	To be knowledgeable about the requirements of THA's CBAs and to comply with their provisions.

5. Definitions

No entry.	
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6. Forms Associated with this Policy

No entry.	
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7. Policy

THA's personnel policies do not supersede any current CBA to which THA may be party. If there is a direct conflict between a CBA and a THA personnel policy and it is not possible to comply with both, then the CBA will govern. If there is no such direct conflict, then the personnel policy will govern or it will guide THA's interpretation of the CBA.