



RESOLUTION 2026-07-08 (2)

Date: July 8, 2026

To: THA Board of Commissioners

From: Lauren Kirigin, Senior General Counsel
Lynette Scott, Human Resources Director

Re: Ratify the Collective Bargaining Agreement between the Housing Authority of the City of Tacoma (THA) and the South Sound Building & Construction Trades Council, AFL-CIO (Trades Council)

This resolution would authorize the Executive Director to sign (1) the newly ratified Collective Bargaining Agreement (CBA) between the Housing Authority of the City of Tacoma ("THA") and the South Sound Building & Construction Trades Council, AFL-CIO ("Trades Council"); and (2) the Memorandum of Understanding (MOU) between THA and the Trades Council placing existing employees on the new step pay scale system.

BACKGROUND

This resolution pertains to the ratification of the CBA and accompanying MOU between THA and the Trades Council. The bargaining unit, consisting of THA's maintenance staff, voted to ratify this agreement on June 22, 2026. The new three-year contract term will be June 1, 2026 – May 31, 2029.

The updated CBA, a copy of which is attached hereto, includes several significant changes:

1. Improvements and updates were made to contract language such as bereavement leave, sick leave, Essential Conversations (which replaced performance reviews), and the Maintenance Specialist safety shoe allowance was increased to \$200.00 per year.

2. Minor revisions were made to the subcontracting provision, and the parties agreed to a letter of understanding regarding the scope of subcontracting for unskilled lawn maintenance work. The parties also agreed to terminate their December 2025 Memorandum of Understanding regarding grounds maintenance at select properties consistent with that letter of understanding.
3. The parties expressly agreed to continue the 2006 Agreement regarding Additional Properties through the new contract term, allowing THA to be flexible in making work assignment and contracting decisions for maintenance work at properties THA does not currently manage in-house, in case THA decides to bring such work in house in the future.
4. A new step pay scale system for Maintenance Specialists has been introduced, aiming to attract and retain employees. Effective on the first full pay period in June of 2026, the base wage and 12 -step schedule set forth in Schedule A will be the hourly wage rates and step schedule for all regular full-time, and probationary employees in the Maintenance Specialists job classification. The MOU between THA and the Trades Council, a copy of which is attached, will allow for the one-time transition of existing employees onto this system.

The Trades Council has confirmed that all questions and concerns from the membership were addressed during the negotiation process. The membership, in turn, voted in favor of the proposed tentative agreement.

RECOMMENDATION

Approve Resolution 2026-06-24 (2) authorizing the Executive Director to sign the new CBA between THA and the Trades Council.



RESOLUTION 2026-07-08 (2)

(Ratify the Collective Bargaining Agreement between the Housing Authority of the City of Tacoma (THA) South Sound Building & Construction Trades Council, AFL-CIO (Trades Council))

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

WHEREAS, on June 22, 2026, the maintenance staff of THA voted to ratify the newly negotiated CBA; and

WHEREAS, the new CBA includes improvements and updates to contract language, termination of the December 2025 Memorandum of Understanding regarding the 2026 grounds maintenance at select properties, and a new step pay scale; and

WHEREAS, the new contract term will be June 1, 2026 – May 31, 2029; and

WHEREAS, the Trades Council, after meeting with the membership of THA, has confirmed that all questions and concerns were addressed and that the membership voted in favor of the proposed tentative agreement; now, therefore, be it

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

1. That the Board of Commissioners, having reviewed the new CBA, hereby ratify and approve the said agreement in its entirety.
2. That the Board acknowledges the collective efforts of all parties involved in the negotiation process, recognizing their commitment to promoting the welfare of the employees and the goals of the agency.
3. That the Board authorizes the Executive Director to execute and deliver the CBA on behalf of the agency, and to take all necessary actions to implement the terms and conditions set forth in this agreement.
4. That this resolution shall take effect immediately upon its adoption.

Approved: July 8, 2026



Stanley Rumbaugh, Chair