



## RESOLUTION 2026-07-08 (3)

**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 Office and Professional Employees International Union Local 8 (OPEIU)

*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 Office and Professional Employees International Union Local 8 (OPEIU); and (2) the Memorandum of Understanding between THA and OPEIU 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 OPEIU. The bargaining unit, consisting of THA's Accounting Specialists, Community Advocates, Housing Specialists, Inspectors, Office Administrators, Payroll Accountant, Property Specialists, and Senior Accountants voted to ratify these agreements on June 24, 2026. The new three-year contract term will be July 1, 2026 – June 30, 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 flexible scheduling, bereavement leave, sick leave, Essential Conversations (which replaced performance reviews), discipline and discharge of other employees, layoffs, and artificial intelligence.

2. A new step pay scale system has been introduced, aiming to attract and retain employees. Effective on the first full pay period in July 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 bargaining unit. The MOU between THA and OPEIU, a copy of which is attached, will allow for the one-time transition of existing employees onto this system.

OPEIU 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 agreements.

#### RECOMMENDATION

Approve Resolution 2026-07-08 (3) authorizing the Executive Director to sign the new CBA and accompanying MOU between THA and OPEIU.



### **RESOLUTION 2026-07-08 (3)**

Ratify the Collective Bargaining Agreement between the Housing Authority of the City of Tacoma (THA) and the Office and Professional Employees International Union Local 8 (OPEIU)

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

**WHEREAS**, on June 24, 2026, the OPEIU membership of THA voted to ratify the newly negotiated CBA; and

**WHEREAS**, the new CBA includes improvements and updates to contract language and a new step pay scale; and

**WHEREAS**, the new contract term will be July 1, 2026 – June 30, 2029; and

**WHEREAS**, an MOU accompanies the CBA to enable the one-time transition of existing employees onto the new step pay scale system; and

**WHEREAS**, OPEIU, 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 agreements; 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 and MOU, hereby ratify and approve the said agreements in their 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 and accompanying MOU on behalf of the agency, and to take all necessary actions to implement the terms and conditions set forth in these agreements.
4. That this resolution shall take effect immediately upon its adoption.

**Approved: July 8, 2026**

  
\_\_\_\_\_  
**Stanley Rumbaugh, Chair**