

**THE NORTHWEST SEAPORT ALLIANCE**  
**MEMORANDUM**

**MANAGING MEMBERS**  
**ACTION ITEM**

**Item No.** 7C  
**Date of Meeting** August 3, 2021

**DATE:** June 21, 2021  
**TO:** Managing Members  
**FROM:** John Wolfe, CEO  
Eric Johnson, Port of Tacoma Executive Director  
Sponsor: Jean West, Chief Human Resources Officer

**SUBJECT: 2021 Master Benefit & Salary Resolutions Personal Holiday Addition**

**A. ACTION REQUESTED**

**DUAL ACTION NWSA and Port of Tacoma.** Authorization for the NWSA Managing Members and the Port of Tacoma Commissioners to add Juneteenth as a recognized holiday for non-represented employees to 2021 Master Benefit & Salary Resolution. Given that Juneteenth for 2021 has passed, we are seeking authorization to provide one personal holiday for non-represented employees to be taken no later than December 31, 2021.

**B. SYNOPSIS**

President Biden signed the Juneteenth National Independence Day Act on June 17, 2021, recognizing June 19, 2021 as a federal holiday. Because June 19 fell on a Saturday this year, the actual day of the holiday was to be celebrated on June 18 – the day following the bill signing. Neither the NWSA nor the Port had the opportunity to commemorate Juneteenth this year given the lack of advance notice.

**C. BACKGROUND**

The Local 22 Port Workers contract stipulates that “All congressionally or state legislatively proclaimed holidays” be recognized”. Given the time frame of when the federal holiday was signed, Local 22 Port Workers have agreed to observe Juneteenth on August 6, 2021.

On May 13, 2021, HB 1016 was approved by the Washington Legislature and signed by Gov. Jay Inslee establishing Juneteenth as a paid holiday for state

employees beginning in 2022. The NWSA and the Port therefore will propose to add Juneteenth as a recognized holiday in the 2022 Master Benefit & Salary resolution subject to Managing Member and Port Commission approval.

**D. SUMMARY OF CHANGES**

NWSA Managing Members and Port Commission approval of recognizing Juneteenth in 2021 as a personal holiday for non-represented employees, to be taken by no later than December 31, 2021.

**E. FINANCIAL IMPACT**

There is no incremental additional cost for the one personal holiday for non-represented employees.