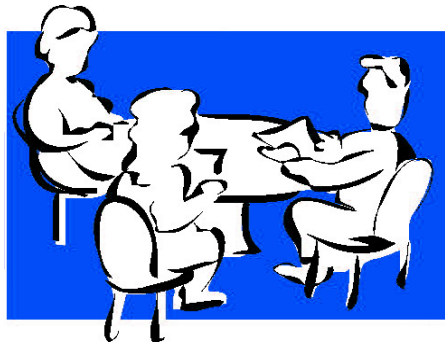


Union Contract Bargaining Update

Bargaining surveys went out long ago, but contract negotiations were delayed due to the tragedy at the Sandpoint Campus in June and the need to negotiate revisions to Solid Ground policies. We began negotiating the policies in mid-July and finished in September. Solid Ground has agreed to extend the Union Contract until December 31, 2017.



Our Bargaining Team (**Katie Showalter, Jessica Lam, Bellen Drake, Cynthia Linder, Roberta Petersen, David Olivera, and Diane Arnold, Union Representative**) have finalized negotiations of Solid Ground policies and are now negotiating the Union Contract. We will be presenting our wage proposal

at our next bargaining session and expect to have responses from management on the proposals we have already presented (*please see below*). **Our next bargaining session is on Monday, December 11 from 10 am to 2 pm in the PGK Community Room at the Sandpoint Campus.**

Please share your ideas and concerns

A 15-minute session before and after each bargaining session will be provided for bargaining unit members/management to share your ideas and concerns. Each speaker will have a 3-minute maximum time limit to speak. Speakers can share time. Management or the Union may ask to bring a guest when mutually agreed upon, but only if it is useful to both parties.



Our Union Proposals Summary

- ♦ **Job Posting** – The Employer will not interview outside candidates until after they have determined there are no qualified current employees. Management can post the position externally after five working days' internal posting period.
- ♦ **Bridge of Service** (new section) – to memorialize the current Solid Ground practice. Employees who separate from Solid Ground and have worked for at least one year will be placed at the same wage step they were at when they separated if they return within one year.
- ♦ **Progressive Discipline** – No employee will be disciplined or discharged without an investigatory meeting.
- ♦ **Resolution Work Group** – The Resolution Work Group will consist of the Anti-Racist Manager and two additional representatives from management and three representatives from the Union. The Resolution Work Group will meet quarterly or more frequently if requested by either party at a mutually agreed time.
- ♦ **Severance** – 0-12 months = \$250 or 1 week's pay, whichever is greater.
2-5 years (13-60 months) = \$500 or 2 weeks' pay, whichever is greater.
6-10 years (61 to 120 months) = \$1500 or 3 weeks' pay, whichever is greater.
More than 10 years (121 months or more) = \$2000 or 4 weeks' pay, whichever is greater.
- ♦ **Personal Leave Accrual rates** – Solid Ground Transportation will accrue 196 hours in the first 0-12 months of employment like all other Solid Ground employees.
- ♦ **Observation of Holidays** – Broadview and Sandpoint staff who work in positions which require coverage on holidays will observe the holiday on the day the holiday falls.
- ♦ **Bereavement** – Add grandchildren and grandparents.

- ♦ **Job Evaluation Process for Reclassification** – A Supervisor may initiate on behalf of a Union employee or a Union employee who believes that their job has changed duties and scope must first discuss with their supervisor. If the supervisor agrees with the changes, the Job Description shall then be revised and **submitted to the Human Resources Director. Within ten (10) working days** the Human Resources Director, an employee Union representative, and the employee(s), **and/or the employee's supervisor** whose job is being evaluated shall meet to review the position. **Within thirty (30) calendar days** the Human Resources Director **and employee union representative** will **re-evaluate** the **revised** job **description** using the job analysis criteria **and** **notify the employee(s) of the grading explanation.** If the employee disagrees with the Human Resources determination, the matter can be appealed to the President and CEO.
- ♦ **Combined Classifications** – If an employee is assigned an additional workload due to program vacancies or work assignments from other departments their pay will be increased by fifty percent (50%) until the additional workload is removed.
- ♦ **Work in a Higher Classification** – Any employee who is required to perform duties of a higher classification during a shift or within a shift will be paid the higher classification pay rate for all time worked in that shift.

Benefits Re-enrollment

Please get any changes to Human Resources in regards to your benefits by December 15, 2017. Flexible Spending Accounts (FSA) are great ways to save for healthcare expenses pre-tax and employees can roll over \$500 from year to year. More info on FSAs here: <https://www.healthcare.gov/have-job-based-coverage/flexible-spending-accounts/>

The Employer has also added a vision benefit for about \$9.00 per month. If you have selected the buy-up healthcare option in previous years, you may want to change to the base plan which is significantly less expensive. Many of the benefits of the buy-up are no longer available and the base plan has added 4 doctor visits annually which are not subject to the deductible. For more information please contact Human Resources.



Update on Solid Ground's Excess Liability Secondary Coverage for Personal Liability

Many of us drive in the course of our work day at Solid Ground. Solid Ground has secondary coverage for its employees for personal liability only, not property damage. The insurance company is requiring Solid Ground to obtain motor vehicle reports (driving records) for all employees who drive as a requirement of their position. The report is good for three years unless the employee has numerous accidents and tickets (moving violations, not parking) then it is required annually. Solid Ground will pay for the motor vehicle reports. This will most likely happen in January 2018.

Future Bargaining Dates

Monday, December 11

from 10 am to 2 pm in PGK Community Room, Sandpoint Campus

Wednesday, December 20

from 10 am to 5 pm in Cheryl Cobbs-Murphy Room

Thursday, December 21

from 10 am to 5 pm in Cesar Chavez Room

Questions: Please contact one of your Bargaining Team members (Katie Showalter, Jessica Lam, Bellen Drake, Cynthia Linder, Roberta Petersen, and David Olivera) , or Diane Arnold, Union Representative at (206) 441-8880 ext 115 or diane@opeiu8.org.

employer/SG/2017/SG Update 12.6.17.indd
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