

November 29, 2018

Bargaining Team Recommends a YES Vote on Tentative Agreement

After the overwhelming rejection of the previous offer last week, our Bargaining Team and Management were very motivated to reach an agreement that moved away from the NJP\$ system to a more equitable system in time for open enrollment if at all possible. Both teams worked throughout Tuesday and Wednesday, and we are happy to report that late last night we reached an agreement and our Bargaining Team is recommending a Yes vote. Because of the quick turnaround needed in order to start open enrollment next week, we will be holding several Skype meetings on NJP's system in the next few days to go over the offer and answer questions, and then hold an electronic vote early next week.

Please join us at one of the following times via NJP's Skype system:

Friday, November 30, 11:30am - 1:30pm
Monday, December 3, 12pm – 1:30pm
Monday, December 3, 5pm-6pm

We hold an online vote through google forms on Monday, December 3, to be completed by 4pm on Tuesday, December 4.

We will share the full Tentative Agreement language at the meetings and we will also send it out via email as soon as possible, but the offer includes:

1/1/19 \$6.35 per hour increase to all bargaining unit employee wages and wage scales
1/1/20 2%-3.5% increase based on Seattle-Tacoma-Bellevue CPI
1/1/20 2%-3.5% increase based on Seattle-Tacoma-Bellevue CPI

NJP will pay 100% of the employee-only KP \$2,700 Deductible Plan (or equivalent) and 80% of dependent premiums for the first dependent (spouse/domestic partner or children if no spouse/ domestic partner covered) and 60% of additional dependent premium (children if spouse/domestic partner is covered) for the duration of the contract. For the \$2000 deductible plan or the HMOs, NJP will contribute the same dollar amount they pay for the \$2,700 deductible plan for employees and dependents, up to a maximum of the total premium. These coverage amounts will apply in full to anyone working over 21 hours/week (no longer pro-rated).

\$250 per month for employees who waive health coverage

For employees who select the HMOs:

\$125 per month in 2019

\$100 per month in 2020

\$75 per month in 2021

Union Security

Seniority language includes standard seniority for layoff unless something else is ratified. The Labor Management Committee in conjunction with members of the DEI will work to develop a layoff procedure based on seniority that will not have disparate impact on non-majority employees. Any new layoff procedure will be subject to a ratification vote.

Increase NJP contribution to retirement by \$250 each year of the contract (pro-rated for part time employees)

Law school loan repayment increased to \$650 up to experience level 25

Increase bonus longevity vacation from 2 weeks to 4 weeks for those who become eligible after ratification

And lots more that we've shared in previous meetings, including just cause, a fair grievance process, increased paid parental leave, severance pay, and the right to negotiate over changes in policies and working conditions.

A huge thank you to our amazing Bargaining Team who has worked so hard, most of them all year in addition to their normal responsibilities, to get us here: **Blanca Rodriguez**, Attorney, Yakima; **Brendan Haigh**, Paralegal, Tacoma; **Elizabeth Flavin**, Attorney, Kent; **JoAnn Ortiz**, Legal Assistant, Everett; **Daniel Ediger**, Attorney, CLEAR, **Nia Platt**, Legal Assistant, Spokane; **Ashley Beeman**, Legal Assistant, Seattle; **Brian Haaland**, Attorney, Vancouver, and **Chelsea Hicks**, Attorney, Seattle. They are a great resource for any questions you may have about this process and this offer.

Please also don't hesitate to contact Union Representative Valarie Peaphon at valarie@opeiu8.org or 206-441-8880 ext. 103 or Organizer Corinne Cosentino at corinne@opeiu8.org or 425-318-2650 with any questions.

employer/NJP/2018/NJP vote notice for web 11.29.18.indd
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