

Union to Vote Employer's Wage Offer on Thursday, August 30, 2018. Our Team Recommends a YES Vote!

Our Union Bargaining Team (**Cynthia Linder, Jessica Lam, Roberta Petersen, and David Olivera**) have met with management over the last month with the assistance of a federal mediator from the Federal Mediation and Conciliation Services. On August 16th we reached a tentative agreement on a wage offer which is an improvement over their last offer.

2018: All current employees will receive a 3.75% wage increase retro to January 1, 2018.

2019: Effective January 1, 2019 all employees will receive a 2% wage increase and effective July 1, 2019 all employees will receive a 1.75% wage increase.

2020: Effective January 1, 2020 all employees will receive a 1.5% wage increase and effective July 1, 2020 all employees will receive a 1.2% wage increase with a wage opener if the CPI-W is greater than or equal to 2.7% using the City of Seattle Budget Office forecast in August 2019, specifically the Seattle_CPI-W: 12 months ending in June Consumer Price Index forecasts.

Our Team also made some good improvements to the Union contract. Copies of the TA (negotiated contract changes) will be available at the vote. **Please see the back for details.**



Three ways to vote!

In person Come to one of the scheduled voting times:

Headquarters: MLK, Jr. Room from 10:00 am to 2:00 pm

Solid Ground Transportation: Break room from 11:00 am to 1:00 pm

Sandpoint: Lower Santos Library from 2:00 pm to 4:00 pm

Broadview: 2nd Floor Office from 12:00 pm to 1:00 pm

Electronically **Cannot make the vote in person?** You can vote electronically by emailing Libby at libby@opeiu8.org and requesting a ballot. You may request your ballot any time beginning Monday, August 27, 2018. All ballots must be received by 4:00 pm on Thursday, August 30, 2018.

By proxy **Vote for a co-worker in person.** You must have a copy of an email or signed note giving you permission to cast a vote for a co-worker.



Highlights of the Tentative Agreement

Wages: Effective January 1, 2018 a 3.75% wage increase.

Effective January 1, 2019 a 2% wage increase.

Effective July 1, 2019 a 1.75% wage increase.

Effective January 1, 2020 a 1.5% wage increase.

Effective July 1, 2020 a 1.2% wage increase with a wage opener if the CPI-W is greater than or equal to 2.7% using the City of Seattle Budget Office forecast in August 2019, specifically the Seattle_CPI-W: 12 months ending in June Consumer Price Index forecasts.

All wage increases will be applied to the current wages scale in 2018, 2019 & 2020.

No Anniversary steps for 2018, 2019, or 2020* but the current wage scale will be increased by the above wage increases.

*anniversary steps in 2020 are dependent on wage opener negotiations.

No lump sum anniversary increases for those employees off the wage scale, but their hourly wages will be increased by the full 3.75% in 2018 and 2019 and 2.7% in 2020 unless the contract is opened to negotiate wages.

Healthcare: Premium cost share — maintain the same current percentages.

Grades 18–22 = 1% of premium

Grade 25 = 3.5%

Grades 27–32 = 5%

Grades 33–34 = 12%

Job Evaluation Process and Reclassification: A more detailed procedure and added timelines.

Retirement: No change.

Personal Leave: Increase personal leave hours for SG Transportation employees employed for between 0 to 12 months to 196 hours from 160 hours.

Severance Pay: Increased to:

0–1 yr (0–12 mos) \$800.00

0–5 yrs (13–160 mos) \$1600.00

6–10 yrs (61–120 mos) \$2400.00

> 10 yrs (121 mos plus) \$3200.00

Combined Classifications: Additional language: The Employer will strive for workload levels to maintain quality services. Managers will provide support to set priorities and assume duties to get the work done.

Work in a Higher Classification: Employees working in a higher classification for more than four hours within a shift will receive the higher pay grade for all hours in the shift.

Job Posting: The Employer will interview all internal applicants who meet the minimum qualification and submit an application within the five-day internal process for a union job, and if none are qualified, the Employer may then interview external candidates.

Internal Hiring: Current employees who accept another position with the agency that pays less than their current position will have their wages frozen at the current level until the wage of the new position exceeds the wage that has been frozen.

Contract expiration changed from June 30, 2020 to July 31, 2020.

Other Tentative Agreements

Union New Member Orientation

Shop Steward Leave

Union Representation

Labor Management Committee

Observation of Holidays

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