

# OPEIU Local 8 ***Union Update***

*For Trade Section Employees*

*April 30, 2019*



## **Master Trade Section Agreement and Standards Under Attack**

*With business booming – why are Trade Section Employers proposing take-aways?!?*



Eliminate contract language that defines the Employer Association



Employees to pay the new Paid Sick and Family Medical Leave premium of .4% of gross wages



A doctor's note required after 3 days of absence instead of 5 days



Annual wage increases of 1.75%, 2%, 2% and 2.25% for a 4-year contract



No increase to vacation accruals



Elimination of all past practices in each individual office

**We need to meet and plan our course of action:**

**Monday, May 20  
5:30 p.m.  
IBEW Building  
19415 International Blvd. S  
SeaTac  
Downstairs Conference Room**

# Trade Section Master Agreement Negotiations

## Outstanding Issues

4/25/19

Contract Issue	Trade Section Employers Position	Union Position
<p><b>ARTICLE 1 – RECOGNITION OF THE UNION</b></p> <p><u>Section 1.3</u></p>	<p>Delete all contract language that defines the existence of the Employer Association and the Master Trade Section Agreement.</p>	<p>Reject.</p>
<p><b>ARTICLE 4 – HIRE AND TERMINATION</b></p> <p><u>Section 4.1</u></p> <p><u>Section 4.8(b)</u></p>	<p>Extend a new hire’s probation period to nine (9) months with the possibility of an additional 90 days – for a total of 1 year.</p> <p>Extend the probation period for a promotional job to 90 days from the current 30 days.</p>	<p>Reject.</p> <p>Reject.</p>
<p><b>ARTICLE 7 – LEAVE</b></p> <p><u>Section 7.1(b)</u></p> <p><b>new <u>Section 7.1(e)</u></b> <b><u>WASHINGTON PAID FAMILY &amp; MEDICAL LEAVE</u></b></p>	<p>A doctor’s note may be required after 3-days of absence</p> <p>Reject; employees to pay their premium share at .4% of gross wages.</p>	<p>A doctor’s note may be required after 5-days of absence or after 3-days only if abuse is suspected</p> <p>The Employer will pay the full premium amount for each bargaining unit employee.</p>
<p><b>ARTICLE 11 – VACATIONS</b></p> <p><u>Section 11.1</u></p>	<p>Reject; maintain current accrual.</p>	<p>Increase accruals as follows: Six months: Five days*</p> <p>One year but less than 3 2 years: Ten days</p> <p>Three <u>Two</u> years but less than &amp; 5 years: Fifteen days</p>

		<p><del>Eight</del> <u>Five</u> years but less than <del>13</del> <u>10</u> years: Seventeen days</p> <p><del>Thirteen</del> <u>Ten</u> or more years: Twenty days</p> <p>Fifteen years but less than 20 years: Twenty-three days</p> <p>Twenty years but less than 25 years: Twenty-four days</p> <p>Twenty-five or more years: Twenty-five days</p>
<p><b>ARTICLE 14 – SALARY SCHEDULE</b></p> <p><u>Section 14.1(a)</u></p>	<p>Effective April 1, 2019: 1.75% across-the-board wage increase</p> <p>Effective April 1, 2020: 2% across-the-board wage increase</p> <p>Effective April 1, 2021: 2% across-the-board wage increase</p> <p>Effective April 1, 2022: 2.25% across-the-board wage increase</p>	<p>Effective April 1, 2019: 4% across-the-board wage increase</p> <p>Effective April 1, 2020: Consumer Price Index (CPI) for Seattle/Tacoma/Bellevue with a min of 4% and max of 5% across-the-board wage increase</p> <p>Effective April 1, 2021: Consumer Price Index (CPI) for Seattle/Tacoma/Bellevue with a min of 4% and max of 5% across-the-board wage increase</p>
<p><b>ARTICLE 15 – PENSIONS</b></p> <p><u>Section 15.1(d)</u> – if an Employer is contributing to a different retirement plan other than Western States Pension:</p>	<p>Reject; maintain current language.</p>	<p>Effective 4/1/19: Add \$0.50/hour into a 401(k) plan of choice</p> <p>Effective 4/1/20: Add \$0.50/hour for a total of \$1.00 into a 401(k) plan of choice</p>

<p><u>Section 15.2(c)</u> – if an Employer is contributing into the Western States Pension:</p>	<p>Reject.</p> <p>Reject; maintain current language.</p> <p>Reject.</p>	<p>Effective 4/1/20: Add \$0.50/hour for a total of \$1.50 into a 401(k) plan of choice</p> <p>Employer match up to 2% of an employee’s voluntary contribution into a 401(k) of choice.</p> <p>Effective 4/1/19: Add \$0.50/hour for a total of \$1.00 into Local 8’s 401(k) plan</p> <p>Effective 4/1/20: Add \$0.50/hour for a total of \$1.50 into Local 8’s 401(k) plan</p> <p>Effective 4/1/20: Add \$0.50/hour for a total of \$2.00 into Local 8’s 401(k) plan</p> <p>Employer match up to 2% of an employee’s voluntary contribution into Local 8’s 401(k) plan.</p>
<p><b>ARTICLE 19 – ARBITRATION</b></p> <p><u>Section 19.1</u></p>	<p>1<sup>st</sup> Step grievance must be filed within 15 working days of the infraction or knowledge of it</p>	<p>1<sup>st</sup> Step grievance must be filed within 30 calendar days of the infraction or knowledge of it</p>
<p><b>ARTICLE 22 – COMPLETE AGREEMENT (NEW)</b></p>	<p>Eliminate all past practices in each individual office covered by the Master Trade Section Agreement</p>	<p>Reject.</p>
<p><b>ARTICLE 22 – TERMINATION AND RENEWAL</b></p>	<p>4-year contract</p>	<p>3-year contract</p>