

Union Update

OPEIU Local

for Local 8 Members at WELFARE & PENSION ADMINISTRATION SERVICES

July 6, 2017

WPAS/OPEIU Negotiations Update From: OPEIU Local 8 Bargaining Team

On June 30th after two additional bargaining meetings with the Mediator since the unanimous NO, Hell NO vote, we left WPAS with a very clear package proposal on what it will take to get an agreement ratified:

- 1.) Maintain current language in the contract and previously agreed-upon tentative agreements to date and settlement language from our Unfair Labor Practice charge with the following exceptions:
- 2.) Five (5) year agreement 2017-2021
- 3.) Health and Welfare: PPO Plan A for the rest of 2017.

Effective January 1, 2018 employees choose either PPO Plan (B) or Kaiser Permanente. With Plan B the employee's contribution would be capped at \$120.00 per month. With Kaiser Permanente there is no employee premium contribution.

Health Reimbursement Account: Employer contribution of \$150.00 month to each employee's Health Reimbursement Account for both health plans.

Dental: Employee's cost increases capped at \$5.00 per month (no change).

Vision: Employer pays for cost through life of the contract.

- 4.) Increase employer's contribution & matching to 401(k) retirement fund by twenty-five cents (\$0.25) per hour each year of the agreement, increases effective January 1 of each year.

- 5.) Salary increases as follow effective January 1 of each year

2018- 3%	2020 - 3.5%
2019 - 3%	2021 - 4% .

- 6.) Lump Sum Bonus of one thousand (\$1,00.00) dollars to each employee effective upon implementation of the conversion from current pay system of every other Friday pay checks to pay checks issued five business days following the pay period. The first pay period ends on the 15th. The second pay period ends on the last day of the month.

Next bargaining session is scheduled for July 28, 2017

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