



# State Negotiations Newsletter

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## Economic proposal presented to State; plus Comp Time quick poll open through July 29

Your bargaining team met again with State of Washington management representatives from the Department of Licensing, Washington State Patrol, and Department of Transportation on July 6 and 7 to discuss outstanding issues from previous sessions – like holidays, hiring and appointments, and transfers – and to present our economic proposal.

Lead negotiator Vince Oliveri prefaced our economic proposals by reminding everyone of all of the sacrifices state workers have made in recent years, from forgone salary increases to temporary pay reductions to having to put in greater effort to cover for reduced staffs. He went on to discuss our expectation that when times improve, state workers should share in the prosperity.

Our overall package is ambitious, but it is no more than what is needed to address these compensation shortfalls and the resulting recruitment and retention issues that they cause.

One area where we made proposals is in licensure and certification. We have proposed additional pay for certain classifications in which special licenses and certificates add to a worker's value to the state.

We also made proposals for cost-of-living increases that would bring salaries in line with recent economic growth and keep up with the cost of living in the future by tying increases to the Consumer Price Index.

Another area where we've proposed to fix pay gaps is in the state salary survey. State of Washington classifications used to be adjusted periodically to be no more than 25% behind market rate. Now, most of our classifications are behind market rate by far more than that, by the state's own numbers. Our Pro-Rate and Fuel-Tax Auditors at the Department of Licensing are 67% behind market rate.

This problem is widespread, with some classifications in other unions reportedly up to 90% behind market, and we don't see how the state can expect to deliver top-quality



services (or even adequate services) when the temptation to leave state service for the private sector or even other public employers is so great.

Other monetary proposals we've made are in supervisor-substitute pay, shift differential, standby pay, workers compensation premiums, assignment pay.

One area where we've asked for more guidance from all of you is in compensatory time. Our current contract allows accrual of 160 hours in the two years of a biennium. At the end of the biennium, you must either use those hours or cash them out. Other state employees are allowed to accrue 120 hours, but those hours must be used or cashed out each year.

A current management proposal would bring us in line with state employees, which would allow us greater overall accrual (120 hours per year = 240 total in a biennium), but would limit our ability to take larger amounts of comp time all at once. Some employees have used larger comp-time accruals to take long trips overseas, for example.

Results of that electronic poll will help guide the bargaining team in how to respond to the proposal, so if you haven't yet filled that out, please do so by July 29 at this link: <https://www.surveymonkey.com/r/R656VDG>

State management has not responded to our economic proposal, and we anticipate that responses will depend a great deal on the state's economic forecast (which had not yet been released at the time), health-care negotiations (which begin July 25 in coalition with other unions), and negotiations with other unions.

Because we anticipated that the state would be unable to move forward with the proposals it currently is considering, we canceled the negotiations sessions we originally had scheduled for July 21 and 22, so as not to waste resources at an unproductive meeting. We will be back at the bargaining table with management on Aug. 9 and 10.

Take the Comp Time quick poll at:  
<https://www.surveymonkey.com/r/R656VDG>