



## **2017-19 State Contract Summary of Changes (by article)**

### **Article 3 – Workplace Behavior (All PTE17 employees)**

Provides a grievance option for members if they disagree with an investigation by management regarding the member claim of inappropriate behavior.

### **Article 4 – Hiring and Appointments (WSP CVEOs)- No change to contract language.**

As part of a discussion of Probation and Trial Service periods for new WSP – CVEOs, a Memorandum of Understanding addresses significant delays in training new CVEOs before reaching the end of their Probation or Trial Service period.

See the end of Article 4 in the Tentative Agreement page.

### **Article 6.3B3 Hours of Work ( DOL – LSRs)**

When the daily work shift of a LSRs is adjusted under a Daily Shift Adjustment, the preference of the employee will be considered regarding the ability to provide preference for schedule adjustment.

### **Article 6.4I - Hours of Work Overtime Eligible Engineering Employees (WSDOT Engineering)**

Paid reassignment to home for rest period increased from a maximum of 4 hours to a maximum of 8 hours.

### **Article 9 - Developmental Advancement (WSDOT Engineering)**

Memorandum of understanding with WSDOT to discuss potential changes to auto-promotion process for Transportation Technicians is extended.

### **Article 10.2D3 – Holidays (All PTE17 employees)**

Upon approval, an employee may schedule an alternate day off as his or her holiday as long as the requested day off falls within the same pay period as the holiday, or in either workweek adjacent to that pay period.

**(DOL LSRs)** Parties agree to future Labor / Management meeting to discuss LSR compensation for Holidays for Tuesday – Saturday offices.

### **Article 11 – Vacations (All PTE17 employees)**

11.1 - 6 month employment requirement prior to accruing vacation will be removed – pending action during the 2017 state legislative session.

11.3 - Vacation accrual rates increased at each level of accrual. Number of qualifying years to next accrual rate shortened in many cases. Maximum accrual of vacation increased to 200 hours per year in 25<sup>th</sup> year of employment.

### **Article 12 – Sick Leave (All PTE17 employees)**

12.3 Use of Compensatory Time or Vacation Leave for Sick Leave Purposes

Employer will allow an employee who has used all of his or her sick leave to use compensatory time or vacation leave for sick leave purposes, as long as employee does not have documented attendance problems.

12.3B - Suspected S/L abuse must be documented by Employer. Any employee required to provide medical verification for all S/L use, may request to have the requirement removed.



**Article 13 – Shared Leave (All PTE17 employees)**

13.1 – Provides for additional opportunities for qualifying for Shared Leave:

- Bonding with newborn, adoptive or foster child.
- Being sick or temporarily disabled because of pregnancy and/or childbirth.
- This section also removes element that requires employee to be at the point of requiring LWOP or terminating employment in order to qualify for Shared leave because of certain medical conditions.
- Further expands definition of employee’s “relative” to include sibling or stepparent.

13.3 – Provides that an employee does not have to deplete all vacation and sick leave to qualify and can maintain up to 40 hours of each.

13.10- The employer is required to approve a new Shared Leave eligibility if an employee has a relapse of a previous condition.

**Article 14 – Family and Medical Leave (All PTE17 employees)**

Allows Shared Leave to be used for certain conditions covered by FML.

**Article 16 – Miscellaneous Leave (All PTE17 employees)**

16.1E - Bereavement leave section adds death of stepchild and stepparent as qualifying for this leave.

**Article 21 – Uniforms, Tools and Equipment (Changes affect WSP – COs)**

Agreement with WSP to discuss personal appearance standards for WSP – COs.

**Article 25 – Licensure and Certification (WSDOT)**

No changes to article. A new MOU commits PTE17 and WSDOT to have discussions on a potential program for providing stipends at WSDOT for certain professional licenses and certifications.

**Article 29 – Discipline (All PTE17 employees)**

Provides more info to member and union regarding status of any investigation of the employee.

**Article 35 – Seniority (All PTE17 employees)**

Clarifies definition of “actual hours worked” and other elements for computation of seniority.

**Article 42 – Compensation (All PTE17 employees)**

42.1C, D, E / 42.2C, D, E – All employees receive the following salary increases:

7-1-17 – 2%

7-1-18 – 2%

1-1-19 – 2%

42.1B / 42.2B – Modify contract language to read “All employees will progress to Step M six (6) years after being assigned to Step L in their permanent salary range. The Employer may increase an employee’s step to Step M to address issues related to recruitment, retention or other business needs.”

42.3(C) – (DOL – LSRs) - When an employee is assigned to perform all of the supervisory duties of an LSR3 or LSR4 for six (6) hours or more during the work shift, the employee will be compensated at the appropriate supervisory rate for the entire work shift(s) worked. Where possible, such appointments will



be rotated among qualified LSR 2 employees. This does not preclude LSR2s from performing supervisory functions in a training mode for career development purposes.

42.15 – Shift Premium

Increase basic shift premium from sixty-five cents (\$0.65) per hour to one dollar (\$1.00) per hour.

**Article 43 – Health Care Benefits (All PTE17 employees) Negotiated by the Coalition of All State**

**Employee Unions.**

Section A - Health Care Premium - The current average premium sharing ratio of 85/15 will remain in place for the new two-year agreement. The State pays 85% of the statewide composite rate, employees pay 15%. NOTE: The individual dollar amount payable by each employee will vary due to the plan chosen by the member.

Section 4 - Wellness – A \$25 gift certificate will be provided to employees enrolled in the Wellness program who register for the Smart Health Program and complete the Well-Being Assessment.

**Article 50 - Term of Agreement**

Two-year contract effective July 1, 2017 through June 30, 2019.

**COMPENSATION APPENDIX C  
ASSIGNMENT PAY**

Assignment Pay (AP) is granted in recognition of assigned duties which exceed ordinary conditions. The "premium" is stated in ranges or a specific dollar amount. If stated in ranges, the number of ranges would be added to the base range of the class. The "reference number" indicates the specific conditions for which AP is to be paid.

Group A indicates those classes which have been granted AP; Group B indicates those assigned duties granted AP which are not class specific; Group C applies only to Ref #29.

The classes cited below, that are assigned in the DOL Bell-Red Office will receive an additional 2 Range (approx. 5%) increase to their base on July 1, 2017.

<b>CLASS TITLE</b>	<b>CLASS CODE</b>	<b>PREMIUM</b>	<b>REFERENCE#</b>
<a href="#">458E Licensing Service Representative 1</a>	<a href="#">Bell-Red Office</a>		<a href="#">2 ranges</a>
<a href="#">458F Licensing Service Representative 2</a>	<a href="#">Bell-Red Office</a>		<a href="#">2 ranges</a>

**COMPENSATION APPENDIX E  
HIGHER SALARY RANGE FOR TARGETED JOB CLASSIFICATIONS**

The following job classifications are being assigned to new job ranges as detailed below, effective July 1, 2017.

Class and Services Title	Class Code	Old Range	New Range	Range Increase
<a href="#">Licensing Services Representatives 1</a>	<a href="#">458E</a>	<a href="#">35</a>	<a href="#">37</a>	<a href="#">2</a>

<a href="#">Licensing Services Representatives 2</a>	<a href="#">458F</a>	<a href="#">39</a>	<a href="#">41</a>	<a href="#">2</a>
<a href="#">Transportation Engineer 1</a>	<a href="#">530K</a>	<a href="#">53</a>	<a href="#">56</a>	<a href="#">3</a>
<a href="#">Transportation Engineer 2</a>	<a href="#">530L</a>	<a href="#">57</a>	<a href="#">60</a>	<a href="#">3</a>
<a href="#">Transportation Engineer 3</a>	<a href="#">530M</a>	<a href="#">61</a>	<a href="#">64</a>	<a href="#">3</a>
<a href="#">Transportation Technician 2</a>	<a href="#">538S</a>	<a href="#">48</a>	<a href="#">51</a>	<a href="#">3</a>
<a href="#">Transportation Technician 3</a>	<a href="#">538T</a>	<a href="#">53</a>	<a href="#">56</a>	<a href="#">3</a>
<a href="#">Communications Officer Assistant</a>	<a href="#">450I</a>	<a href="#">37</a>	<a href="#">39</a>	<a href="#">2</a>
<a href="#">Communications Officer</a>	<a href="#">451E</a>	<a href="#">36SP</a>	<a href="#">40SP</a>	<a href="#">4</a>
<a href="#">Communications Officer 1</a>	<a href="#">451F</a>	<a href="#">38SP</a>	<a href="#">42SP</a>	<a href="#">4</a>
<a href="#">Communications Officer 2</a>	<a href="#">451G</a>	<a href="#">42SP</a>	<a href="#">46SP</a>	<a href="#">4</a>
<a href="#">Commercial Vehicle Enforcement Officer 1</a>	<a href="#">457K</a>	<a href="#">42SP</a>	<a href="#">46SP</a>	<a href="#">4</a>
<a href="#">Commercial Vehicle Enforcement Officer 2</a>	<a href="#">457L</a>	<a href="#">46SP</a>	<a href="#">50SP</a>	<a href="#">4</a>