

SUMMARY OF IFPTE LOCAL 17 IT PROFESSIONAL 2008 – 2010 CONTRACT CHANGES

To review the original tentative agreements, log on to:
www.ifpte17.org

Cost of Living Adjustment

For 2008 the COLA will be 3.8%, which is 100% of the Consumer Price Index (CPI), effective December 26, 2007. For 2009 and 2010, the COLA will be 100% of the CPI or a Market Adjustment, whichever is higher, with a two percent floor, and a seven percent ceiling, using the annual averaging calculation for the CPI-W.

2008 ITP-B Band: \$30.46 - \$45.69

ITP-C Band: \$26.37 - \$39.56

Health Care

The formula negotiated in the previous contract will be maintained in the current contract. As a result, for 2008 there will be no increase in shared monthly premium costs for employees. All monthly premium increases will be paid by the City of Seattle.

There have been changes, which include enhancements to the two Health Care plans for 2008:

- Washington Dental Service - benefit level increased from \$1,500 to \$2,000 per person;
- Dental Health Services – some of the co-pays were increased;
- Aetna Plans – prosthetics will be easier to get repaired, adjusted and replaced and paid at 100% of allowed amount;
- Aetna Plans – added coverage for disease management and prevention support;
- Aetna Preventive Plan – added coverage for smoking cessation medication;
- Group Health Cooperative – added coverage for sterilization and hearing aids;
- Group Health Cooperative – ER co-pay increased from \$75 to \$100, unless admitted.

Discipline

Add “discipline” to those actions by management that must comply with just cause standards.

Grievance Filing Timeline Extended

Increase the timeline for filing grievances from fifteen to twenty business days.

Annual Salary Review Process

Each employee will be told of his/her benchmark(s) thirty days prior to the annual salary review, and each employee will be informed of the result of his/her salary review and any effective date if applicable.

Training Money

Renewal of \$45,000 IT Career Quest fund for 2008, 2009 and 2010.

Transit Subsidies

For 2008 the Transit Subsidy will increase from \$15 per month to \$30 per month. Effective 2009 the subsidy will increase to the equivalent of a one-zone peak Puget Pass (currently worth \$63/month, or \$756/year).

Shift Differential

The Shift Differential will increase on Swing Shift from \$0.50 per hour to \$0.60 per hour and the Graveyard Shift will increase from \$0.60 per hour to \$1.00 per hour.

Vacation Leave

The language will be modified to allow the use of vacation leave to be taken in one-hour increments (or less, at the discretion of each department) instead of the current contract provision of 1/2 day.

Public Disclosure Request

When a public disclosure request seeks personal identifying information about employees, the City will promptly notify the affected employee and the union of the request.

Retirement

If the Seattle City Employees' Retirement System reaches a level of a 30-year unfunded liability based on a year-end actuarial study commissioned by the Seattle City Employees' Retirement System, and if and when the actuary recommends an increase in contributions to the Retirement System, the City and employees will contribute an equal increased share to maintain the health of the system.

Wellness Incentive

It was a pilot provision for only the term of the last contract, and will not be renewed.

VEBA – Housekeeping Item

The Contract will reflect the affirmative vote taken by the eligible membership to continue the ability for a member to convert 35% of sick leave to a VEBA account, which can be used for post-retirement medical expenses.

Personal Holidays – Housekeeping Item

The Contract reflects the two additional Personal Holidays for those employees who have completed 18,720 hours in regular pay status by the end of the preceding calendar year.

A separate Memorandum of Agreement will include (1) Creation of an Interdepartmental Labor – Management Committee, including representatives from each department. Discussions will include future technology plans and related IT training strategies; and (2) Pay Band Structure. The Union may request to discuss changes to the IT Professional Band structure (a) when the salary survey is finalized (in 2008), and (b) each April when it receives a City report including salaries and placement of members within the IT bands.