

PTE17 Pierce County Contract Changes

This is a summary of the substantive changes to the contract. The Last Best and Final is included as an attachment. In alignment with the other Pierce County Unions the bargaining team is giving a neutral recommendation.

Article 5.2 Overtime: When, due to contractor scheduling, bargaining unit employees work extra shift(s) within the same work week resulting in overtime paid at 1.5X and an employee chooses not to work their remaining standard work shift(s), they may select one of the following options:

- 1) Extra shift hours may be counted towards their standard hours but paid at 1.5X (not to exceed their weekly standard hours). If standard hours are not met, approved paid time off must be used to supplement the standard hours.
- 2) Or, use approved paid time off to cover their standard work hours.

Article 5.3 Standby: An increase from \$3.00 per hour for standby to \$3.10 per hour for standby in alignment with other Pierce County Union contracts.

Article 6.1 Wages: The County is offering 1.8% for 2018 with retro pay to January and 2.5% for 2019. This offer is in alignment with other Pierce County Unions in the Coalition.¹

Article 6.8 Boots: Added Boot Allowance language in the form of \$250 per contract for required work boots. This is also in alignment with other Pierce County Union contracts.

Article 7.9 Seniority: Change in Seniority List language from providing a list at the midterm of the contract to allowing us to request a seniority list once per contract or if there are potential layoffs.

Article 10 Sick Leave: Changes in language to be in compliance with the State Law change to sick leave which provides that employees can take sick leave for themselves, family members, or in situations of domestic violence without retaliation.

Additionally, a commitment from the County to work with the State Department of Labor to use a sick leave conversion program to replace the sick leave incentive to be in alignment with the new state law.

Article 13 Medical Insurance: Continuing status quo on pay breakdown on Teamster's Healthcare plan. Note there were no plan increases in 2018.

Telecommuting Program: A commitment from the County to consider and implement a Telecommuting policy with the Union pending management approval and business need.

¹ Management originally wanted to cap Y-Rating to two or three years. We successfully kept the status quo for no cap on Y-Rating employees. This is important because if a member is reclassified to a lower classification it protects their current wages.