

Proposal (2)

ARTICLE 8

WAGES

8.1 Employees shall be compensated in accordance with the Salary Range Table attached to this Agreement and marked Appendix A.

- For 2021, all employees will be placed on the wage scale nearest to their current wage, without a wage reduction. This change will take place the on the 1st of the month following ratification.
- For 2022, effective the 1st full pay period following January 1, 2022, the scale will be increased by ~~1.50~~ 2.0%.
- For 2023, effective the 1st full pay period following January 1, 2023, the scale will be increased by ~~1.50~~ 2.0%.

~~“Parity/Me Too” Clause: During the three year term of this labor agreement, if changes to Article 15 Wage or Article 11 Insurance Benefits contained in the Master Contract are granted by Spokane County, the following will apply:~~

- ~~• Interest arbitration groups are specifically excluded as a comparison bargaining unit and this “Parity/Me Too” clause;~~
- ~~• Local 280 members will receive the same change effective the same date as when the change is effective in the Master Contract. Local 280 members have to be on the payroll on the effective date of any change to receive the change. For example, if a Local 280 member’s employment is severed prior to the change being effective, this employee is not eligible for the change; and~~
- ~~• If the other Master Contract unions receiving the change provided a trade off or concession in exchange for the change, Local 280 will have to match the trade off or concession to receive the benefits of the change.~~

8.2 Lag/Real Pay: A one-time delay in one week’s compensation will be implemented as recommended by the County Auditor and Department of Retirement Systems. A one-time delay in compensation will be implemented as recommended by the County Auditor and Department of Retirement Systems (DRS) to come into compliance with DRS rules and regulations. **If the decision is to implement other than a one-time delay, the Parties agree to meet and negotiate the change.**

- 8.3 Step Increase Process:** Wage Table will have Steps between 1 through 13. For an employee to receive a scheduled step increase (see Appendix "A"), the employee would need all successful ratings or above to get a step increase. ~~The differential between steps is 2.56%.~~ **Any employee who is at Step 13 in Year 2 or Year 3 of the contract will receive a \$300.00 lump sum payment on their step increase date.**
- 8.6 Shift Differential:** In addition to the established wage rates, the employer shall pay an hourly premium of forty (\$~~40~~50) cents to the employees for all hours worked on a regular scheduled swing shift (3:00 p.m. -11:00 p.m.). For all hours worked on a regular scheduled grave-yard shift (11:00 p.m. to 7:00 a.m.), the employer shall pay an hourly premium of fifty (\$0.~~50~~60) cents per hour.
- 8.10 License Premium:** In addition to the wages provided for in Appendix "A", employees shall be eligible for additional compensation for possessing and maintaining certain licenses. These licenses are required to perform certain parts of the job and are encourage by management. For a license to be considered for wage premium, the employee must have the license approved by Facilities management and be one of the licenses listed below. Management will approve licenses based on the needs of the department and county. Once a license is approved, it must be maintained by the employee. Management will also pay the license registration fee.

Wage Premium

2% premium in addition to the base salary listed in appendix "A" for accumulating 4 points for approved licenses listed below.

4% premium in addition to the base salary listed in appendix "A" for accumulating 6 points for approved licenses listed below.

6% premium in addition to the base salary listed in appendix "A" for accumulating 8 points for approved licenses listed below.

Eligible Licenses	Points
1. Master Electrical License	2
2. Journeyman Electrical License	2 6
3. First class Stationary Engineers license	3 6
4. Second class Stationary Engineers license	2
5. Third class Stationary Engineers license	1
6. Master Plumbers license	2
7. Journeyman Plumbers license	2 6
8. Industrial gas license	2
9. Residential gas license	1
10. Non-residential Maintenance Electrical license	1

County Proposals
Provided to the Union on 7/23/2021 @ _____

11. Refrigeration transition and recovery cert	2
a. Universal	2
b. Other	1
12. Fire Alarm Technician	2
13. HVAC/R Electrician	16
14. Elevator license	3

**TENTATIVE AGREEMENT REACHED ON: 7/23/2021

FOR THE UNION:

Cory R. Shatto

FOR THE COUNTY:

Joshua Sweet

Appendix B – Ratification Lump Sum Payment

Upon ratification, all active members at the time of ratification will receive a one-time, lump sum payment in the amount of \$1,000.00. This payment will be made within two (2) pay periods following the ratification and Board of County Commissioners final approval.

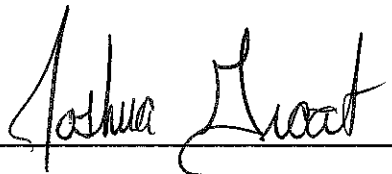
If the agreement is not ratified on the first vote, the employees will no longer be eligible to receive the lump sum payment.

****TENTATIVE AGREEMENT REACHED ON:** 7/23/2021

FOR THE UNION:



FOR THE COUNTY:

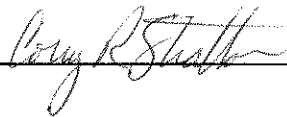


ARTICLE 24 – TERM OF AGREEMENT

24.1 This Agreement will become effective on ~~January 1, 2018~~ **January 1, 2021**, except as otherwise specified. This Agreement will continue in effect until ~~December 31, 2020~~ **June 30, 2023**. If a party gives the other party notice in writing of desire to enter into a subsequent or modified Agreement, such notice will be given at least ninety (90) days prior to expiration of this Agreement.

****TENTATIVE AGREEMENT REACHED ON:** 7/23/2021

FOR THE UNION:



FOR THE COUNTY:

