

**THE MASTER AGREEMENT LOCAL UNIONS (1553, 1135, 492-RF, 492-J, 492-SP), COUNCIL 2's  
OPENING CONTRACT PROPOSAL TO SPOKANE COUNTY.**

**1-31-2022**

Union TA\_\_\_\_\_

County TA\_\_\_\_\_

**1. Term of Contract:** The term of the agreement shall be January 1, 2021 through December 31, 2024.

**2. Wages:** Effective January 1, 2021 – 3% increase.

Effective January 1, 2022 – 7% increase.

Effective January 1, 2023 – Minimum 3%, Maximum 5% COLA based on the All City CPI – W, not-seasonally adjusted June 2022 index.

Effective January 1, 2024 –Minimum 3%, Maximum 5% COLA based on the All City CPI – W, not-seasonally adjusted June 2023 index.

**3. Medical Benefits:** The County agrees to maintain the current health care benefits plan designs and employee cost share formula (PPO and HMO) as negotiated in the 1/1/18-12/31/20 Master Agreement, through the term of this agreement.

**4. Wage Study:** Effective July 1, 2020 the County shall implement the results of the Evergreen Wage Study on all classifications/positions covered by the Master Agreement. Place all employees on to the new wage grid at their current step. Employees shall retain their existing anniversary date.

**5. Retention Incentive:** Retention incentive pay, subject to all appropriate taxes, will be paid to all members on the payroll in accordance with the following:

December 31, 2022 - \$3000.00 to all members on payroll who have been employed for the previous continuous twelve (12) months.

December 31, 2023 - \$3000.00 to all members on payroll who have been employed for the previous continuous twelve (12) months.

December 31, 2024 - \$3000.00 to all members on payroll who have been employed for the previous continuous twelve (12) months.

New hires will be prorated based on the above dates. An employee hired between the first and fifteenth of the month will qualify for that month. An employee hired between the sixteenth and the end of the month will qualify the first of the following month.

- 6. Service Enhancement Pay:** Upon completion of ten (10) years of service, employees will receive service enhancement pay equal to a 5.12% wage increase. Implementation shall occur upon ratification and be applied to all existing employees with ten (10) years or more of service.
- 7. HRA/VEBA:** January 1, 2022 the County shall provide a HRA/VEBA program and account for each employee. The County shall contribute \$100 per month to each employee's HRA/VEBA account.
- 8. Modify Article 10.8 Bereavement Leave as follows:** Bereavement leave entitles a member up to three (3) working days off with pay, not chargeable to sick leave balance if a member suffers a death of a member of his/her immediate family as defined above. Bereavement leave in the case of a spouse, **parent** or a child is allowed up to ten (10) working days.

Two additional working days may be authorized if travel time is needed for out-of-town funerals. To be considered out-of-town, the employee must travel more than one hundred and twenty-five miles outside of Spokane County. **The out-of-town restriction does not apply in the case of the death of a spouse, parent or child.**

Bereavement leave can be utilized over a six (6) month period after the death. If the employee requires additional bereavement time, they may request additional time off chargeable to compensatory time, annual leave or PTO.

- 9. Modify Article 18-Grievance Procedure, 18.1.3:** Time frames may be extended or steps waived at any level of the grievance process by mutual agreement between the parties. Such extensions or waivers shall be reduced to writing. Should the employee or Union fail to comply with the prescribed time frames, excluding extenuating circumstances, it is agreed that the grievance is waived. Should the Employer fail to respond within the prescribed time frames, excluding extenuating circumstances, the grievant's or Union's **grievance remedy shall be granted** have the right to proceed to the next step. In the event of extenuating circumstances that delay either party meeting the time frames, the parties will meet within five (5) work days following the conclusion of the delay to proceed with the grievance

process.

**10. Juneteenth:** Add Juneteenth to Article 8, 8.1 as a recognized and observed holiday.

**11. Paid Time Off (PTO):** Add Paid Time Off program as an additional paid leave voluntary option.

**12. COBRA:** Extend employee and employee's spouse/dependents COBRA (or COBRA equivalent) eligibility from eighteen (18) months to sixty (60) months.

**13. Reclassifications: Modify Appendix 7 – Classification/Reorganization, 15.3.3 as follows:** 15.3.6 Reclassifications: Employees **and the employer** shall have the right to request re-evaluation utilizing the following procedures. In any case, an employee cannot be reclassified if they do not meet the minimum requirements of a position **being requested**. ~~to which they are requesting reclassification to.~~

**14. Modify Appendix 7, Article 15.3.10 and Article 15.3.10.2 as follows:**

**15.3.10 Starting Rate Upon Initial Employment and Advance Step Placement of Existing Employees:**

14.2 Advance step placement of new hires **and existing employees** may surpass current employees' step placement in that classification only after the following have been considered:

Work History – the candidate has performed the work either as a long-term intern or in a like-kind position.

- A) Salary History – paying a salary commensurate with what a candidate is earning (or has earned) while working in a like kind position.
- B) Recruitment Difficulties – the scarcity of qualified applicants, number of rejected job offers and the turnover rate for a position. An individual who possesses skills difficult to find in the labor market may be in higher demand and therefore may warrant consideration for advance step placement.
- C) Department Budget – the requesting department must demonstrate their ability to pay the salary of the advance step placement. The placement must not result in additional budgetary impacts within the department.
- D) Existing Employees – the candidate's work history and skill shall be compared to current employees in the same classification whose wages would be surpassed by the candidate.

**15. Add to Article 10 – Sick Leave:** Upon reaching their maximum sick leave accrual, employees may convert up to seventy-five (75) days of sick leave to annual leave.

**16. Modify Article 8 – Holidays, 8.2:** Any other day so designated as a one (1) time holiday by the Governor of the State of Washington or the President of the United States shall be recognized and observed as a one (1) time event. Should an additional perpetual holiday be declared, **the holiday shall be immediately added to Article 8.1 and observed**. ~~the parties agree to meet and negotiate the impact of the holiday on the bargaining unit.~~ If an employee is requested to work on the one-time,

non-recurring holiday, they will receive 7.5 or 8 hours of pay at the employee's regular rate plus paid time off at a later date for all hours actually worked on the one-time, non-recurring holiday.