

**LOCAL 1553-S**  
**02/07/22 – 2021 FORMAL OPENING CONTRACT PROPOSAL**  
**TO SPOKANE COUNTY**

1. **Term of Contract:** Four (4) year term. The term of the agreement shall be January 1, 2021 through December 31, 2024.
  
2. **Article 15 - Wages:**
  - Effective January 1, 2021 – 3.00% increase.  
Effective January 1, 2021 - Repeal the 13-step salary process; and, place current Local 1553-S members who are subject to this 13-step salary process on the County’s 7-step salary process.
  
  - Effective January 1, 2022 – 7.00% increase.  
Effective January 1, 2022 – Add: With 10 or more years of County service, the member will receive an additional step increase (5.12%) which will be added to their particular salary range.
  
  - Effective January 1, 2023 there will be a cost-of living adjustment based on the August 2021 – August 2022 CPI-W (Seattle-Tacoma-Bellevue) subject to a minimum wage increase of 3.00% and a maximum wage increase of 5.50%.
  
  - Effective January 1, 2024 there will be a cost-of living adjustment based on the August 2022 – August 2023 CPI-W (Seattle-Tacoma-Bellevue) subject to a minimum wage increase of 3.00% and a maximum wage increase of 5.50%.  
Effective January 1, 2024 – Add: With 20 or more years of County service, the member will receive an additional step increase (5.12%) which will be added to their particular salary range.
  
3. **Article 15 – NEW – Retention Incentive Pay (RIP):** For the term of this agreement, add a retention incentive annual “lump sum” payment to be paid to all members on the County’s payroll in accordance with the following:
  - December 31, 2022 - \$3,600 to all members on the County’s payroll who have been employed for the previous continuous twelve (12) months.
  
  - December 31, 2023 - \$3,600 to all members on the County’s payroll who have been employed for the previous continuous twelve (12) months.
  
  - December 31, 2024 - \$3,600 to all members on the County’s payroll who have been employed for the previous continuous twelve (12) months.
  
  - Please note: New hires will be prorated based on the above dates. An employee hired between the first and the fifteenth of the month will qualify for that particular month; however, an employee hired between the sixteenth

and the end of the month will qualify effective the first of the following month.

4. **Article 15 – NEW – Education/Succession Incentive Pay:** Employees with a Master’s degree or above from an accredited college or university will be eligible for a lump sum payment of \$1,200 payable the first pay period in March each year; employees with a BA/BS degree from an accredited college or university will be eligible for a lump sum payment of \$1,000 payable the first pay period in March each year; and, employees with an AA/AS degree from an accredited college or university will be eligible for a lump sum payment of \$500 payable the first pay period in March each year.
  
5. **Article 5 – Union Security:** Update this article of the contract to reflect the previously agreed upon and signed MOU Union Security language.
  
6. **Article 8 – Juneteenth:** Add Juneteenth (June 19) to Article 8, Section 8.1 as a recognized and observed paid holiday.
  
7. **Modify Article 9 – Paid Time Off (PTO): Section 9.2.1 – Add a 30 and 35+ year accrual tier to this PTO table.**

Years of service	7.5 hours rate hours per mo.	7.5 hours rate hours per year	8.0 hours rate hours per mo.	8.0 hours rate hours per year	7.5 hour accrual rate max	8.0 hour accrual rate max
25 – 29 years	22.50	270.00	24.00	288.00	540.00	576.00
<b>30 – 34 years</b>	<b>24.38</b>	<b>292.50</b>	<b>26.00</b>	<b>312.00</b>	<b>585.00</b>	<b>624.00</b>
<b>35 + years</b>	<b>26.26</b>	<b>315.00</b>	<b>28.00</b>	<b>336.00</b>	<b>630.00</b>	<b>672.00</b>

**Modify Section 9.1.c - (definition of immediate family for CAT leave eligibility)** add grandparent/**step-grandparent and grandparent-in-laws and grandchild/step grandchild and grandchild in-laws** to the list.

**Modify Section 9.6.5 – Annual PTO Cash Out/Incentives:** Employees may cash out up to ~~37.50~~**75** hours (for ~~7.5 hour shift~~**a 37.50 hour work week**) ~~or to 40~~**80** hours (for a ~~8.0 hour shift~~**40 hour work week**) per calendar year. Cash out is submitted in ¼ hour increments.

**Add to Article 9 – NEW – COVID Related Paid Leave:** Prior to being able to immediately access their CAT and/or PTO accounts, on an annual basis throughout

the term of this agreement, the County will grant each employee up to 37.50 / 40.00 hours a year of “paid” COVID related leave time “not chargeable” to a member’s CAT and/or PTO balances. This “paid” COVID leave may be used for either their own or an immediate family members (i.e., anyone living in their immediate household) COVID related illnesses and/or required quarantine status.

8. **Modify Article 10 - Bereavement Leave:**

**Modify 10.1** – Bereavement leave entitles a member up to ten (10) working days off with pay, not chargeable to PTO/CAT leave balances if the member suffers a death of a spouse, ~~or~~ child **or parent**.

9. **Article 11 - Medical Benefits:** The County agrees to maintain the current health and dental care benefit plan designs and employee cost share formulas (PPO and HMO/DMO plans) as negotiated in the 01/01/18-12/31/20 Contract, through the term of this Agreement.

Need to add the County’s new 2020 Medicare gap insurance language to the Contract.

Need to add WA PFML language to the Contract. Propose adding the following language: **Washington State Paid Family and Medical Leave Benefit / Insurance Program:** Effective January 1, 2019 the Washington State Legislature put in place a mechanism to begin to collect revenue for a new State Paid Family and Medical Leave Benefit / Insurance Program for employees with benefits to commence effective January 1, 2020. The premium payment of 0.40% of the employee’s wage (up to the Social Security cap) is to be assessed for each employee in the Local commencing January 1, 2020; and, of this 0.40% premium payment to the State, the employee is required to pay 63% and the County is required to pay 37% of this total premium per pay period.

Effective January 1, 2022 the employee is required to pay 73% and the County is required to pay 27% of this total 0.60% premium per pay period (**this rate is determined and subject to change by the State**).

Need to add WA LTC language to the Contract. Propose adding the following language. **WA CARES Fund – LTC Coverage:** Beginning July 1, 2023, Spokane County is required to deduct a new employee paid premium of \$0.58 per \$100 of earnings (**this rate is determined and subject to change by the State**) to fund the Long Term Securities and Support Trust act through the WA CARES fund. Employees were offered an opt-out of the program by providing verification of an approved long term care policy and/or they meet one of the program exemptions. Employees must provide their exemption letter to the Human Resources department to be excluded from paying this premium. New employees/bargaining unit members are required to provide an exemption letter to Human Resources to opt out of this LTC program.

10. **Article 14 – Classification/Reclassification:** Modify Section 14.2

Reclassifications: Employees **or the employer** shall have the right to request

reevaluation utilizing the following procedures. In any case, an employee cannot be reclassified if they do not meet the minimum requirements of a position to which they are requesting reclassification to.

Also please note: If the County agrees to move Local 1553-S members off of the 13-step to the 7-step salary process, the language throughout Article 14 will need to be modified to reflect this change.

11. **Modify Article 17 - Discipline and Discharge, 17.1 Administration:** In the administration of this Section, a basic principle shall be that discipline, other than termination, should be corrective in nature rather than punitive. **The employer must counsel employees and provide employees with a reasonable opportunity to modify their performance prior to administering disciplinary action.** Oral reprimands will not be used as the basis for further disciplinary action after twelve (12) months if there have been no repeated offenses concerning the same matter as the reprimand. Written reprimands will not be used as the basis for further disciplinary action after twenty-four (24) months if there have been no repeated offenses concerning the same matter as the reprimand. Suspensions will not be used as the basis for further disciplinary action after **sixty** (60) months if there have not been any repeated offenses surrounding the reasons for a similar or like offense. The employee shall have the right to Union representation at all disciplinary actions or measures. The employer shall inform the employee when a meeting or investigation may result in disciplinary action.
  
12. **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.
  
13. **Wage Study:** Effective immediate the County will allow Local 1553-S to negotiate the impacts of the Evergreen Wage Study; and, effective July 1, 2020, the County shall implement the negotiated survey results of the Evergreen Wage Study for all job classifications/positons covered by Local 1553-S. Further the County will place all Local 1553-S employees on the new salary grid at their current step; and, employees shall retain their existing anniversary date.
  
14. **Lag Pay:** No sooner than six (6) months following ratification by all County bargaining units, the County shall modify paydays by moving each pay period back one day per month until the lag period is built in. Each employee shall receive a

one-time pay event in the amount necessary to cover all reductions that occur in all paychecks during this payroll system transition period.

15. **NEW - HRA/VEBA:** Effective January 1, 2022, the County shall provide a HRA/VEBA program and set up an account for each active employee at the County. The County shall contribute \$100 per month in 2022 to each active employee's HRA/VEBA account; and, effective January 1, 2023 through the term of this agreement this monthly HRA/VEBA amount shall be \$125.00.
  
16. **NEW - Deferred Compensation Match:** For those voluntarily contributing to a 457 Plan, the County will match, dollar for dollar, up to \$200 per month to a member's monthly deferred compensation contribution.