

**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 _____

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.

County rejects the Union's proposal; please see the County's Economic Proposal #3

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.

County rejects the Union's proposal; please see the County's Economic Proposal #2

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.

County rejects the Union's proposal

- 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.

County rejects the Union's proposal

- 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.

County rejects the Union's proposal

- 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.

County rejects the Union's proposal

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

Open

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

County rejects the Union's proposal

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

County rejects the Union's proposal

- 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. -

County rejects the Union's proposal

County's Response to the Union's Initial Economic Proposals
Provided to the Union on February 24, 2022 @ _____

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. - **County rejects the Union's proposal**