

ARTICLE 4 - UNION RECOGNITION AND BARGAINING UNITS

Locals Represented: The Employer recognizes Locals 492-J, 492-~~RFRC~~, 492-SP, 1135, and 1553 of the Washington State Council of County and City Employees of the American Federation of State, County and Municipal Employees, Council 2, AFL-CIO, to be the sole and exclusive bargaining agent for all matters of wages, hours and working conditions over which the Employer is obligated by law to collectively bargain with respect to the employees in positions within the respective bargaining units represented by the Union as identified in the appendices and the departments identified in the appendices. For District Court, see the Preamble.

4.3.1 Local 1553:

4.3.1.1 The Employer recognizes Local 1553 of the Washington State Council of County and City Employees of the American Federation of State, County and Municipal Employees, Council 2, AFL-CIO as the sole and exclusive bargaining representative for the purpose of collective bargaining with respect to wages, hours and working conditions of the regular employees in classifications listed in Appendix #1 in the departments of Assessor; Auditor; Treasurer; Clerk, Purchasing; Office of Pre-Trial Services; Information Technology; Building and Planning; Facilities Maintenance; Parks, Recreation, and Golf; Fair and Expo Center: SCRAPs; ~~9-1-1 Emergency Communications~~; Spokane County Juvenile Court Support Staff; Public Defender Support Staff; Prosecutor Support Staff; Veterans Services; Risk Management; and Community Services, Detention Services, Housing and Community Development: Auto Licensing, Election and Medical Examiner, except those who are working in a classification where another bargaining agent has been certified as the bargaining representative. For District Court, see the Preamble.

4.3.4 Local 492-~~RFRC~~: The Employer recognizes Local 492-~~RFRC~~ of the Washington State Council of County and City Employees of the American Federation of State, County and Municipal Employees, Council 2, AFL-CIO, as the exclusive bargaining representative for all regular employees listed in the classifications found in Appendix #4 in the ~~Radio and Identification~~ **Forensic and Crime Analysts** and sections of the Sheriff's Department for the purposes of collective bargaining with respect to wages, hours and other conditions of employment.

TENTATIVE AGREEMENT REACHED ON: 03/16/2022

Gordon Smith Jr
Gordon Smith Jr (Mar 18, 2022 08:48 PDT)

For the Union:

Gordon Smith

For the County:

ARTICLE 17 - DISCIPLINE AND DISCHARGE

****The County withdraws its proposed changes to Article 17.3**

17.3 Any disciplinary action or measure, ~~other than oral reprimands~~, may be grieved through regular procedures.

17.6 Severe Offenses:

Severe offenses can result in severe disciplinary measures up to and including termination. Proven incidents of the following offenses may result in advanced disciplinary steps in accordance with Article 17.4. **Examples of severe offense may include, but are not limited to, the following:**

17.6.1 Theft or conversion of time, money, materials or property from the County or other employees;

17.6.2 Physical altercation or threat of physical violence;

17.6.3 Willfully damaging County property or other employees' property;

17.6.4 Falsifying records or documents.

17.6.5 Abandonment - When an employee is absent for three (3) consecutive workdays and fails to notify their supervisor of an absence, it will be considered a voluntary resignation and severe discipline can result after a pre-disciplinary hearing (See Article 17.5.2).

TENTATIVE AGREEMENT REACHED ON: 03/16/2022

Gordon Smith Jr

Gordon Smith Jr (Mar 18, 2022 08:48 PDT)

For the Union:

John Grant

For the County:


Tentative Agreement - Discipline & Discharge and Union Recognition and Bargaining Units

Final Audit Report

2022-03-18

Created:	2022-03-18
By:	Patricia Cruz (PCRUZ@spokanecounty.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAX9nrX3R-sMgcTJKw99ZIP2ExVfUzC7m

"Tentative Agreement - Discipline & Discharge and Union Recognition and Bargaining Units" History

-  Document created by Patricia Cruz (PCRUZ@spokanecounty.org)
2022-03-18 - 3:27:47 PM GMT
-  Document emailed to Gordon Smith Jr (gordons@council2.com) for signature
2022-03-18 - 3:28:23 PM GMT
-  Email viewed by Gordon Smith Jr (gordons@council2.com)
2022-03-18 - 3:45:16 PM GMT
-  Document e-signed by Gordon Smith Jr (gordons@council2.com)
Signature Date: 2022-03-18 - 3:48:14 PM GMT - Time Source: server
-  Document emailed to Joshua Groat (jgroat@spokanecounty.org) for signature
2022-03-18 - 3:48:16 PM GMT
-  Email viewed by Joshua Groat (jgroat@spokanecounty.org)
2022-03-18 - 3:49:44 PM GMT
-  Document e-signed by Joshua Groat (jgroat@spokanecounty.org)
Signature Date: 2022-03-18 - 3:50:24 PM GMT - Time Source: server
-  Agreement completed.
2022-03-18 - 3:50:24 PM GMT