

2022 Negotiations between
Spokane County
and
Council 2, the Master Coalition, Locals 1135, 1553,
492-FC, 492-J, & 492-SP

County's What-if and Amended Proposals
April 6, 2022

**All proposals maybe withdrawn at any time by either party. All final tentative agreements are subject to approval by both the Union's voting membership and the Spokane County Board of County Commissioners.

What-if Package #1

- The County will agree to the following:
 - o To add Juneteenth as a fixed observed holiday for Local 1135, 1553, and 492-J. An additional holiday will be added for 492-SP & 492-FC will negotiate a fixed or floating holiday during their supplemental agreement.
 - o All future federal holidays, observed by the County, will automatically be granted to the Master Contract on the same terms as the County is observing it (e.g. fixed or floating holiday, year it will begin observing it, etc....).
- If the Union agrees to the following County's proposals:
 - o The proposed changes to Article 8.3.3 in Economic Proposal #2:
 - If a holiday is observed on an employee's scheduled day off, ~~or during his/her vacation or on paid sick leave,~~ at the employee's option **upon mutual agreement between the employee and employer**, he/she shall be paid for the un-worked holiday, or be given the preceding or following work day off.
 - o The proposed language addition of Article 22.9 in Non-Economic Proposal #16:
 - **22.9 Nothing in this agreement or any supplemental agreement shall be construed to diminish the County's right to have non-represented employees or supervisors from performing bargaining unit work for the purpose of instruction, experimentation, correcting work difficulties, relieving employees for short periods of time, emergency situations, or in the interest of productivity, efficiency, and quality. The County will not, however, use non-bargaining unit employees to replace unit employees.**

What if Package Proposal #2

The County will withdraw its proposed change in Article 9.7 in Non-Economic Proposal #6:

- **Vacation Rights in Case of Layoff or Separation:** Any employee who is laid off, discharged or separated from the service of the Employer for any reason, prior to taking his/her vacation, shall be compensated in cash for the unused vacation, he/she has accumulated at the time of separation which is computed based upon his/her base pay plus longevity if applicable. For retirement purposes, vacation payoff shall be limited to ~~forty (40)~~ **three hundred (300) hours for 37.5 hour employees or three hundred twenty (320) hours for 40 hour employees** ~~days~~.

If the Union agrees to withdraw the following proposals:

- Union proposal #15 – Sick Leave Conversion
- Union proposal #11 – Option PTO program

What-if Proposal #3

County Economic Proposal #8

ARTICLE 15 – LONGEVITY

15.9 Longevity: Supplemental Agreements will be superseded by this section with the understanding that the service enhancement pay contained in the Appendix A of the 2010-2012 492 RFC Supplemental Agreement (Detention Cooks have been accreted into 1553) will be in addition to the below longevity increases. **Detention Cooks will continue to receive the service enhancement pay as outlined in the Local 492-FC for the duration of this agreement. Upon expiration of this agreement, Detention Cooks will no longer receive the service enhancement pay.**

A monthly longevity bonus will be paid an employee, in addition to employees regular rate of pay, if the employee has continuous service from the time of appointment to regular full time employment. Payments will be calculated as follows:

<u>Continuous Service</u>	<u>Monthly Amount</u>
Over 7 years	\$40.00
Over 10 years	\$75.00
Over 15 years	\$100.00
Over 20 years	\$150.00
Over 25 years	\$200.00

County's Amended Proposals

Only those provisions listed below have been modified. All other aspects of the County's proposals remain unchanged.

Non-Economic Proposals #13

18.6 Liability:

No monetary claim by an employee covered by this Agreement or by the Union against the County shall be valid beyond the pay period prior to the pay period in which the grievance was first filed in writing, unless the circumstances of the case made it impossible for the employee, or the Union, as the case may be, to know that the employee or the Union has grounds for such claim prior to that date, in which case, the claim shall be limited retroactively to a period of ~~forty-five (45)~~ ninety (90) days prior to the date the claim was first filed in writing. This provision shall not apply to arbitrator's decisions regarding suspensions or discharges.

Non-Economic Proposal #14

ARTICLE 19 – PROMOTIONS/VACANCIES/LATERAL TRANSFERS

19.1 Bid Rights:

When a Master Contract vacancy occurs, the position will be posted on the County's website. All departments will be sent a summary of all open positions on a regular basis. Departments may place this summary in a place(s) that all employees have access to. ~~the department will post the opening to the Bargaining Unit members in the department and concurrently, as needed, to the Bargaining Unit, Master Contract members and open.~~