

Local 1553-S

April 11, 2022, Meeting Minutes

Those in attendance:

County's Negotiation Team:

- Joshua Groat – Chief Negotiator/Employee & Labor Relations Manager
- Heather Kvokov – HR Generalist
- Sara Erb – HR Generalist
- Randy Bischoff – Chief Deputy Auditor
- Patricia Cruz – Administrative Assistant 3/County's Note taker

Union's Negotiation Team:

- Natalie Hilderbrand – C2
- Michelle Perrinne – 1553-S

Start at 11:10

Natalie start given their proposals

Non economic proposals

Explained why Lionel is not here to negotiation, since today is his flex day. (personal situations). The three of us met last week about theses and we are in agreement.

Proposal #2 Union Security

Arti 5 – I am suggesting some adds – please read (page 3 in red). And you can see we went back and add home address and home phone.

5.3. I update card to form and next page for New hire we add what is in red.

5.5 - it's no longer applicable. Not close shop we agree to be deleted.

5.7. language we word smithed

Proposal #4 PTO

Article 9 - I know going through here instead to be in 2 place we add to economic.

Proposal #6 Hours of work

Page 9 – Hour of Work – we TA'd in a lot of this. Except 12.1.3.4 we add the red part to fit on our employees (Please read the red content page 10).

Couples of these we have TA'd already

12.3. Like you imagine – honestly talking about talking about PTO, Sick leave, or vacation it's a benefit – we reject that proposal

Proposal #7 Leave of absence

13.3.3. we suggest some changes and we add what it is in red (page 12).

We had a lot of conversation about this, edit in 13.3.3, non-essential, paid going home, essential being paid time and one half.

What about those that are not working at all, somehow, I am being compensated. It is not fair that those scheduled get something that I don't. So, we proposed language.

- JG: help me understand, how this is being considered a holiday. If there is something major, weather, threat, blackout. Cannot be considered a holiday but you are asking that those that are not working are paid.
- N: Past practice – If you are making the closure, then
- JG: Why should it be equalized? This is not something that we want to do, we are being forced to do this.
- N: talked to our members and how they think of it, equalizing the benefits for those that are not working.
- J: I don't understand how widespread emergency became a holiday. Why do we have to treat that as a holiday. Why it is county has to provide benefit if they are not working?
- N: past practice
- J: I am talking about one time.
- N: No, there's other time that happen and some was paid and some not. We are trying to equalize the benefit.
- J: Why? Why should we equalize those who work, with those who don't?
- N: Because that how they look that.

Proposal #8 Classification/Reclassification

Article 14 - The Union propose add "negotiate" in 14.1.3 . We don't believe discussion it is negotiate.

We still rejecting the 14.2 to eliminate in totally.

- J: I have some clarification on that and doesn't happen all the time.
- N: We still think it is valid in request happen
- You proposed removing reclassification, we think the process is still needed for civil service positions.
- JG – cannot recall when civil service has had a reclassification to 1553-S

14.3 we propose the "share the analysis and/or wage study data and". If you notify us of a change that you need to share the information and data with us to be able to review the info.

14.4 We still rejecting that proposal we believe this language has to be revised and

14.5.2 we think should be add "comp time pay, CA/VEBA and PTO leave payout"

14.6.2 we suggest the "of any new hires"

14.6.3 We add that language (read the red part in page 18).

Discussion about experience, equality, and classification of the new hire and employee.

We are not asking for all the positions.

*And Natalie read the New section (please see at page 18).

14.7 - We add "of 2 step"

14.8.1 - We add as well "paying" and (please what it is red in Page 19)

14.10 – We add and read (page 20)

14.12 – Anniversary date – the reference should have to be like this

Proposal #9 Seniority

We agreed to delete that in last meeting

Proposal #11 Grievance procedure

Liability we really think that if we add that information "in red" page 23 and suggesting 180 days and apply to statutory State/Federal wage decisions or arbitrator's decision...

Proposal #12 Promotions/Vacancies/Reassignments

19.2.1.1 – We TA already

19.2.1.2 – Just clean up

19.4 – we can probably TA on that as well

Proposal #13 General Conditions

21.1 We believe the word "negotiate" has to be added

21.3, 21.4, 21.5, 21.6 we TA

21.7 – Mileage we talked about, we can agree with most, except the assessor. So collaborative we have to come up with a solution for them. They use frequently

21.8 – we agree

21.9 – We reject that County proposal. We do not think has anything wrong with that language.

21.9 (the second one) we TA on 15.

Proposal #14 Lockouts and Strike

We reject that proposal

Proposal #20 Appendix Lag Pay System

We still waiting for the County to present us with revised lag pay proposal for our consideration.

Economic proposal

Proposal #1 Holidays

TA'd

Proposal #2 PTO

The first section (because you said you want to delete the data). What it is in dark grey ([please see at Union 04.11.22 Response to County's Economic 03.29.22 - Local 1553-S CBA County's Initial 03.01.22 Economic Proposals – 041122](#)) there is some language difference in the policy and in the contract we have to determinate which to use.

I want to make sure. Also, page 3 – The county may require a medical note for an absence of more than three 3 days.

We compare everything and its not the same language. Other difference page 6 – Separation from service and we need to discuss.

Page 9 in the perfect world written could be perfect but we believe could require approval

Page 10 We don't want to assume and just want to make sure everything its correct.

And 4.D (page 11) we believe that important to make sure has based on the number of hours in the employee regular workday.

Page 12 – back to Unapproved absences will be without pay. – If the County want to treat Exempt classifications as truly “exempt” how can you make an Exempt employee go without pay?

Page 13 – number 6 (read what it is in grey) its different as well.

Can the employee choose how to go? PTO, VEBA?

Randy: VEBA has to be structure. That its IRS rule. You cannot have option with IRS.

Discussion about CASHOUT PTO and VEBA.

And Natalie read the addition they made as a suggestion on that article (Please, see page 14-15 on County's Initial Economic Proposal with edit given by Union)

Proposal #3 Insurance

The employee still looking for mor predictability of agreement.

And we are suggesting add that part in red.

- J: The intended it is not big changes.
- N: we understand, but they want to has more predictability.

Proposal #4 Wages

We reject your proposals

15.2 – for consistency we thing should be 15 days

P#5

We heard what was discussed and we have some suggestion: “on hour”

If the OOC assignments is to last more than 120 days the employee must then meet the minimum requires.

15.5 We believe the county is being premature to propose deleting all of this language until we see the proposal.

Proposal #6 Out of Class Pay & Pay Period

15.7 We are rejecting because this is talking about regularly scheduled shift.

15.7.2 – we have added some new information. If County agrees we can TA.

Proposal #7 Overtime

Union reject.

Proposal #8 Compensatory Time

Union proposes an additional edit to 15.9.1 B

- JG: if we are not approving overtime, and an employee is working it, we told you that cannot work overtime without approval, so we write them up, and they said that they had approval, if verbal cannot show that.
- N: we would not want to back a bad player either, if you would like to counter back then please do.

Discussion about comp time.

Proposal #9 Step Increase Process

Step increase we think should be add the language in red to clarify and be consistent.

Open proposals

We would like to add that in our proposals

2. Wages

We keep with 3% increase. We skip the 13 steps. For January 22 we change to 6% and add 2 steps (4% increase) in case with 10 or more years of County service.

January 2023 – 5 % increase

2024 – 5% increase and also for 20 years additional step (4%)

- Additional conversation was had about the actual percentage increase between steps (5.6%)

3. RIP (new)

The employees still feel strongly about this but instead of 3600, we revised it to \$3000 for 2022, 2023 and 2024.

And add The County could use ARPA funding for this retention incentive pay.

Randy: This is not correct; we cannot use this for all employee.

4. Education/Succession Incentive Pay

This educational/succession incentive pay is only payable to employees who hold a degree above what is required for their current position at the County.

- JG: what is the breakdown of the bargaining unit?
- Natalie: we have not done an analysis yet, you said if it is required for my job do not get paid for it, if I have above education then can get it.

8. PTO

Still want to add an additional accrual band for those employees with 30 years or more, but the additional accrual band for 35+ years is withdrawn.

We are proposing modification at 9.1.c

COVID paid leave – we are withdrawing that.

9. Bereavement

We still want add parent

10. Medical Benefits

add the GAP language to the contract.

12. Discipline and Discharge

We are suggesting that adds in red.

Page 35 to be consistency

14. Wage

Modified proposal, but still want the study implemented as on the spread sheet that we gave last meeting.

15. Lag Pay

No modification

16. HRA/VEBA

We withdraw that proposal

17. Deferred Compensation Match –

instead, be 200 per month, 75 dollar for per pay period.

- N: that is all for now.
- J: Thank you. We are going to discuss and let you know when we are ready to come back.

Caucus 12:44

Reconvene 3:00

Start with County given the proposals Economic and Non-Economic

Josh started:

The page 3 came with your suggestion and we are going to do that changes.

I want to make sure with you about the address...do we have to send twice?

- N: No, it's just because one will to the office and other says Spokane office.
- J: Let just make clear that is goes to you. And strike out the second 5.7.
- N: Just to make sure page 2 still strike and you are ok with our language on page 3 and 5.7?
- J: Yes. 5.3 – not quite in agreement with your proposed changes. We do not believe that the union new hire is at the same time as the county new hire orientation. You say all other companies do it this way, from my experience this is not how things were ever done.

Page 4 we are not yet ok with your proposals.

- M: What you would suggest?
- J: We be willing to agree we just don't agree that should be union and County
- N: Why you guys are making so difficult?
- J: We do not believe should be the new hire orientation and union section.

(Discussion about the new hire orientations (give to the Union time to talk with them)).

I believe the rest of the article it is ready to go.

- Randy: strike 5.5
- J: Yeah, thank you.

#4 PTO

We are saying we are going to withdraw that language on that section. The intent of our proposal it has not changed, but combining the changes in one proposal.

So believe we are at a TA on the rest of the proposal.

#6 Hours of work

You will see that we have incorporate the change 12.1.3.4.

12.4 We are trying to avoid the abuse of the sick time. We are trying to protect the system. Does make sense?

- N: No
- J: People who specifically call out sick early in the week to then work later in the week to get paid OT, how do we wordsmith this to prevent the abuse. We are willing to modify the plan if we can work on the language to prevent this.

Example – use comp time on Monday and then come back in later in the week and get paid OT.

Discussion about abuse about PTO.

#7 Leaves of absence

We are dropping 13.3.3 . So we believe we will have a TA on the rest of the proposal.

#8 Classification/Reclassification

14.1.1 no changes and we still maintain.

14.2 You will see we made some change

But we add (and read page 15 the bold text)

You still want to negotiate and we say no, adding new language on page 15 to be able to do a review on three positions annually.

- N: a couple of questions, how did you arrive at 3 positions?
- JG :there are not that many positions. We do not even believe that this many will even be reviewed, mostly after the classification implementation.

14.3 – willing to TA to info

14.4 – we agree with because it is moving to an hourly wage.

14.5 – Wage will be list in other are of the contract and we are suggesting to strike all of it.

14.6 – No changes there

And you have to provide in your proposal – and we are looking into. So, no response for today yet.

- N: I am sorry if I missed to hourly. Thank you for the explanation.

14.6, 14.7 and 14.8 You have language in you proposal for movement, promo, demotion, lateral language and going to back

There's is no changes on 14.10, 11 and 12

#11 Grievance Procedure

The union and employees otherwise except all of your changes.

- N: on the surface I'm ok, but why add the union.
- JG: Just want to hold the employee and the union to the same standards.

#12- TA - in agreement of these cleanup items. Was signed already.

#13 General Conditions

Work rule – once again not change there

Mileage: the expression it the assessor office we will have the answer

21.9 we withdrawn with that.

- N: If you do hear from assessors, I do not how fast this will happen.
- J: Tom is looking for the language and going to back to me on that.

#14 Lockouts and Strikes

We are dropping

#20 Appendix Normal (Lag) pay system

No changes. Still work on it.

Economic proposal

TA on **proposal #1**

#2 PTO

There is something that you think is different.

- J: We have maintained our proposal because we don't know if you actually gave an official response to it earlier because of the questions/clarifications your group had.
- N: Half our group like the PTO. Others like the other. Since we can not take both.
- J: we are going to wait for your responses
- N: Could you explain about how an employee is determined to be exempt and nonexempt.
- J: In most case FLSA define who it allowed to meet the FLSA, and use 3 criteria's. And WA State has their own laws and quite the same criteria. Exempt employee it's not hourly and meet some criteria. That is why exempt and nonexempt. And why County do not use yet, we do not know. If the minimum wage. Exempt has more flexibility, if we do not make got lost. Doesn't matter if I work 70h in here I do not receive overtime. We have to treat exempt as exempt and non-exempt.
- N: When was the last time for instance we made the was exempt should be nonexempt and vice versa.
- J: We just did a wage analysis at the beginning of this year

#3 Medical Insurance

Because we don't know if we are going to make any changes if we TA on that will be lock us on that.

#4 Wages

15.1 Compensation we have made some movement.

We increase to 2%.

This will be sad. Retro is not on the table. We can reach a deal and increase to the employee.

- N: I am going to say. It will be hard.
- J: I can say, nobody has received retro a payment, include some interest arbitration groups. 492 not was in table for 2 years. No one in that group is getting retro wages.
- N: Do you have an idea of how many positions have not being filled in the last few years based on salary's not being high enough. There is a savings if positions are not filled. The retention/recruitment problems are based on low wages. I hope you hear what we are hearing, that you care more about new hires than the current hires
- JG: We are still negotiation, this I not our last best or final. I think we are making movement to a final
- N: one thing to clarify, to your proposal for putting them on the new wage scale, we think it is a wage adjustment. That is why we did our proposal.

- JG: Every employee who has been moved to the classification study has moved to the next step.
- N: you are not following the language on a wage adjustment. One other classification – current step date? Or a new step date?
- JG : current step date,

Discussion about classification, wages, steps, application of the language of the contract.

#5 Out of Class Pay & Pay period

County is withdrawing its proposed changes to the Out of Class pay process, but maintaining it's proposed strike through on the definition of pay period.

#6 Reporting time & call back pay

The County is withdrawing this proposal entirely

#7 Over time

15.8 no change there. Now in our side we unfortunately cannot negotiate on that decision

- N: there are pockets of places when looking at comp/OT groups. Is there a way that some of these pockets of areas can have some other way to earn when they are really busy? A cut to them yet a little trade off.
- JG: we will take a look at this

#8 Com Time

you wanted to cross off written, we tried to come up with additionally language for your concerns, we believe the addition language is enough to cover the situations.

Step Increase Process

15.11 – we need to explore this more before providing and answer.

For your proposals:

#2 Wages

In here we are not agreeing. We appreciate the movement; we are still not in agreement with your rates. The additional pay for those employees with 10 years or more becomes a big mess with some positions. Your group already has longevity, so we are not in agreement for the additional steps.

3 RIP –

I know you are saying that other groups asked some similar and the answer is no.

- N: Why is the Board still saying no?
- J: I cannot speak on the behalf of them on why they have made this decision.

#4 – Education

Education -can you do a pull of you members to determine what the numbers are

Working on seniority.

#7 Juneteenth

We TA that

#8. PTO

we are not in agreement and we have our proposal there. 9.6.6 PTO Cash out it is our proposal on new PTO

#9 Bereavement leave

we not agreeing with that

#10 Medical Benefits

we not agreeing with that

#11 Classification/Reclassification

we put for you guys for review and waiting for you guys

The County will agree with your proposed changes in Article 17.1 if the Union withdraws it's proposed changes to Article 18.

#15. Lag pay

still open

#17 Deferred Compensation match

It is open.

- N: When we are going to have response for lag pay?
- J: Maybe next week.

Discussion about the lag pay and possibility to have an answer.

Ended negotiations for the day at 4:23