

# SUMMARY OF THE 2013-2015 TENTATIVE AGREEMENT

Your bargaining committee has been negotiating with the State for four months. Our bargaining objectives were to negotiate language and economic improvements that enhanced staff safety, addressed quality of life concerns, recognized the unique risks and stresses experienced by all of you who work in our state's adult prisons, and cured inequities in existing compensation. As summarized below, we were able to achieve meaningful improvements in working conditions.

With respect to compensation, your bargaining committee was firm in its resolve to address existing inequities in compensation among bargaining unit members and ensure increases across the bargaining unit, non-custody and custody alike. Despite having given the State numerous proposals to at least close the inequity gap, the State insisted on a compensation structure that focused on longevity.

Your bargaining committee recommends ratification.

What follows is a summary of the tentatively agreed-to changes for a 2013-2015 collective bargaining agreement with the State. This summary does not reflect every change that has been bargained. **The full tentative agreement can be accessed on the Teamsters 117 website at [www.teamsters117.org](http://www.teamsters117.org).** Your bargaining committee members also have copies of the full red-lined tentative agreement.

## Wages and Other Compensation:

- Effective July 1, 2013, 3% restored for all bargaining unit employees.
- Effective July 1, 2013, a new Step M will be added to the pay table. Those employees who have been at Step L for six years will be moved to the new step M, which means a 2.5% increase.
- For employees in the "N2" range, a new step U will be added to the pay table. Those employees who have been at Step T for six years will be moved to the new step U, which means a 2.5% increase.
- A possible 1% increase for all bargaining unit employees on July 1, 2014 if the February 2014 economic forecast for General Fund-State revenues for Fiscal Year 2015 forecasts an increase of \$200 million or more than the 2012 economic forecast for General Fund-State revenues for Fiscal Year 2015.
- Unused TSR leave balances can be carried forward until February 28, 2014.
- Training pay for all certified instructors (whether custody or non-custody) and no maximum hours for Armory Sergeants.

## Health Care:

Under State law, health care is negotiated by a coalition of State employee unions, and all unions are bound by the coalition agreement. The coalition has proposed maintaining the existing 85%/15% premium share. Negotiations are not concluded, however. The State has agreed to bifurcate the health care agreement, so that your labor agreement and the health care agreement will each stand alone.

## Working Conditions:

- Workplace behavior. New language that clearly states that *all* employees, including supervisors and managers, are to treat each other with dignity and respect.
- Notice of alleged misconduct. Employees are entitled to be informed of the alleged misconduct if they are the subject of a formal investigation.
- Leave restoration if prevail on a grievance. If a grievance is sustained at GRP or arbitration, the employee who grieved is entitled to have any leave they used to attend GRP and/or arbitration restored.
- Termination review for on-call employees. If an on-call employee is terminated after at least two years of service with the Department, the on-call employee has the right to a termination review.
- Exchange time for overtime exempt employees who work more than 45 hours a week. Eliminated reference to “extraordinary and excessive hours worked” and replaced it with language that makes overtime exempt employees eligible for exchange time for hours worked over 45 in a week.
- No reasons needed for exemption from mandatory OT. Employees can use their three mandatory overtime exemptions for any reason. You simply need to give written notice to your supervisor that you are using an exemption.
- Maximum overtime. Employees who work more than 16 hours will be allowed 8 hours off before reporting to work, and if the 8 hours overlap with the employee’s regular shift, up to 4 hours of the overlap will be paid administrative leave.
- Bids pulled on vacancies not filled with a probationary or permanent employee. Bids will be pulled on vacancies that are temporarily filled every six months until the position is permanently filled.
- One scheduled workweek of vacation guaranteed. Each employee will be guaranteed one scheduled workweek of vacation leave, if requested, as one of their segments.
- Seniority credit for those who have come into the Teamsters unit directly from another state employee bargaining unit.

**In order for the economic improvements to be funded, the proposed agreement must be ratified by October 1. Because of the short time frame, voting will be conducted only electronically and by telephone.**

If you have questions about the proposed agreement or about how to vote, please call your business representative:

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