



TEAMSTERS LOCAL UNION 117

Affiliated with the International Brotherhood of Teamsters

General Public and Private Sector Employees and Special Services Employees in King and Pierce Counties and Employees of the State of Washington

January 5, 2011

Membership ID #: _____

Dear Teamsters DOC Member:

We are writing to provide you with a summary of the proposed 2011-2013 contract, and the reasons for your Union negotiating committee's unanimous recommendation that you vote to accept the proposal. Also enclosed with this letter, please find voting instructions, a calendar of contract review meetings, and a calendar of onsite voting.

As you know, the proposed contract provides for a temporary salary reduction of 3%, which is somewhat offset by the monthly accrual of 5.2 hours of new *paid leave* (see below). We also achieved protections against furloughs during the term of this Agreement. Your Union negotiating committee is unanimously recommending ratification of the proposed contract even though it contains a 3% salary reduction. By recommending ratification we are not saying that a salary reduction is good nor easy to accept. However, we are saying that this Agreement is acceptable because:

- It restores the wage rate at the end of the contract so the temporary 3% salary reduction does not create a lower baseline for the future;
- It protects the overtime rate from the 3% reduction;
- It ensures that other employees, including management, share in the same wage reduction;
- It provides a "me too" clause that ensures our members get the same deal if any other State employees, including management, receive less than a 3% salary reduction during the life of the contract; and
- It protects against further cuts, including furloughs, in the absence of a significant revenue loss.

What follows is a summary of the tentatively agreed-to changes for a 2011-2013 collective bargaining agreement with the State. *This summary does not reflect every change that has been bargained.* **The full tentative agreement and a table of contract changes can be accessed on the Teamsters 117 website (under the DOC News Ticker) at www.teamsters117.org.**

Wages and Other Compensation:

- Effective July 1, 2011, salaries of those making greater than \$2500 per month in gross wages will be reduced by three percent (3%), with the granting of a commensurate monthly accrual of 5.2 hours of additional paid leave (Temporary

Salary Reduction (TSR) leave), which amounts to 62.4 hours of additional TSR leave per year. TSR leave will be used before vacation and other scheduled leave, and must be used or lost (cannot be cashed-out).

- Overtime compensation and cash-out of leave banks will be calculated at the *unreduced* rate (not subject to the 3% reduction).
- The current salary schedule will be restored on June 30, 2013 (the 3% reduction will end) so that a lower baseline is not created for the future (“snap back” provision).
- All General Government employees, including management employees at all levels, will have their compensation reduced by the same amount through the term of the Agreement. Additionally, if other State employees get their compensation restored in any amount, so will we (“me too” provision).
- There will be no further compensation reductions, including furloughs, during the term of the Agreement unless there is a “significant” loss of funding or revenue shortfall.
- Step progressions continue.
- Geographic pay continues.

Health Care:

- Effective January 1, 2012, the average share of employee health care premiums will increase from 12% to 15%, which means a 25% increase in the average dollar amount of the employee premium contribution. The specific increase you will experience depends on the plan selected, along with any increase in the total cost of the premium. The State will contribute 85% of health care premiums.
- Deductibles, co-pays and co-insurance will not be increased in the Uniform Medical Plan during the term of the Agreement.

Working Conditions:

- Institutional Transfers. The prior contract required that, in order to be eligible for transfer to another institution, employees work at an institution for five (5) years. The requirement has now been reduced to four (4) years. However, there is no time requirement for transfer eligibility for those who transfer because of a layoff action.
- Right to a Copy of the Investigation. Any employee who has been the subject of an investigation shall have the right to a complete copy of the investigative report.
- Teamsters Legal Defense Fund. You have the right to voluntarily participate in this benefit plan through payroll deduction.

- Time Off Between Training. Rather than five (5) hours, the employer must give you eight (8) hours off between the end of training and the beginning of your work shift.
- CBA Days. A minimum number of CBA days *must be* granted. For stand alone minimums, at least 3 above relief per day (all shifts combined) must be granted; for a major facility with 500 or fewer correctional officers and sergeants, a minimum of 5 above relief must be granted per day (all shifts combined); and for a major facility with more than 500 correctional officers and sergeants a minimum of 7 above relief per day (all shifts combined) must be granted. *If the contract is ratified, this provision will go into effect for the 2011 vacation bidding process, and all prior grievances on CBA days will be withdrawn.*
- Pre-deployment Leave. An employee scheduled for deployment shall be granted up to fifteen (15) days of leave (LWOP, vacation, or comp time) per deployment.
- Medical Verification. The medical verification process is eliminated.
- Seniority. No changes to your Teamster seniority.
- Bid System. No changes to the Bid System article.

In this uncertain economic climate, with an estimated \$4.6 billion budget shortfall for the 2011-2013 biennium, and legislators who have publicly announced that State employees should give up even more than 3% in wages and more in health care to balance the budget, your Union negotiating committee felt strongly that it is far better to secure an agreement with significant protections, including additional paid leave time and a restoration of the pay table at the end of the contract, rather than take the risk of waiting to leave it up to the politicians who could legislate more drastic reductions this session without the negotiated protections.

We strongly encourage you to attend a contract review meeting so that you have an opportunity to ask questions and fully understand the proposal. Thank you for taking the time to vote on this proposed contract.

In Solidarity,



Tracey A. Thompson
Secretary-Treasurer



James V. Smith II
Director of Corrections & Law Enforcement/
Staff Attorney

TAT:JVS:mw

Enclosures