



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

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April 21, 2014

Mr. Glen Christopherson, Assistant Director
State Human Resources and Labor Relations
Office of Financial Management
PO Box 43113
Olympia, WA 98504

Via Email Transmittal Only
Labor.Relations@ofm.wa.gov

**Re: All Bargaining Unit Members Statewide – Health Benefits Agreement
Violation
Grievance No. 24-14 (Statewide)
Step 1 (Panel Grievance)**

Dear Mr. Christopherson:

The Union requests that the parties mutually agree to bypass Step 1 of the grievance process and move directly to Step 2 - Mediation. If this is not agreeable please contact us at your earliest convenience to schedule a Step 1 meeting.

The Union protests the Department adding a surcharge to bargaining unit member's health care premium based on the use of tobacco products and spousal or domestic partner insurance coverage. In accordance with Section 9.1(E)(2) of the Collective Bargaining Agreement and Article 2 of the Health Benefits Agreement, the Union hereby provides the following information relating to this grievance:

- a. The action referenced above constitutes a violation of the Collective Bargaining Agreement including but not limited to Article 33, Appendix I, and Article 1 of the parties Health Benefits Agreement. On or about March 31, 2014, the Department notified bargaining unit members via email that if they failed to answer questions about tobacco use or complete the tobacco attestation form they would be charged a \$25 per month premium surcharge. Additionally, members are being required to answer a question regarding insurance for the employee's spouse or domestic partner through their employee which may lead to \$50 per month premium surcharge. Any premium surcharge creates a greater premium than what was negotiated by the parties and is a violation of the negotiated agreement. The Union demands that the Department cease moving forward with the premium surcharge. We stand ready to provide you with additional facts supporting the Union's position.
- b. The Union attempted to informally resolve this grievance by contacting Labor Relations, yet no resolution could be reached.

Mr. Glen Christopherson
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Page 2 of 2

c. I will be the Business Representative for this grievance. Please direct all correspondence regarding this grievance to me at the Union Headquarters office.

Sincerely,



Michelle Woodrow
Director of Corrections and Law Enforcement

MW:ms

cc: All Teamsters 117 Bargaining Unit Members Statewide
Angela Roberts, Labor Relations Manager, DOC

Via E-Mail Transmittal Only
teamsters117@doc1.wa.gov - 3101