

DOC TEAMSTERS 2019-2021 CONTRACT SUMMARY



1. SALARY SCHEDULE

According to the interest arbitration award, all Teamster correctional employees will receive no less than an 8% general wage increase over the next two years.

All Classifications

GENERAL WAGE INCREASE:
7/1/2019: 4% + 7/1/2020: 4%

TOTAL WAGE
INCREASE: 8%

In addition, the arbitrator has awarded the following range increases:

CLASSIFICATION	RANGE INCREASE	GENERAL WAGE INCREASE	TOTAL INCREASE
<i>Advanced Registered Nurse Practitioner – Lead</i>	+4 Ranges (10%)	8%	18%
<i>Classification Counselor 3</i>	+1 Range (2.5%)	8%	10.5%
<i>Corrections and Custody Officer 2</i>	+1 Range (2.5%)	8%	10.5%
<i>Corrections and Custody Officer 3</i>	+2 Ranges (5%)	8%	13%
<i>Corrections and Custody Officer 4</i>	+5 Ranges (12.5%)	8%	20.5%
<i>Corrections Mental Health Counselor 2</i>	+3 Ranges (7.5%)	8%	15.5%
<i>Corrections Mental Health Counselor 3</i>	+3 Ranges (7.5%)	8%	15.5%
<i>Ferry Operator</i>	+2 Ranges (5%)	8%	13%
<i>Ferry Operator Assistant</i>	+2 Ranges (5%)	8%	13%
<i>Fiscal Analyst 4</i>	+2 Ranges (5%)	8%	13%
<i>Sex Offender Treatment Specialist</i>	+2 Ranges (5%)	8%	13%
<i>Sex Offender Treatment Supervisor</i>	+2 Ranges (5%)	8%	13%
<i>Warehouse Operator 1</i>	+2 Ranges (5%)	8%	13%
<i>Warehouse Operator 2</i>	+2 Ranges (5%)	8%	13%
<i>Warehouse Operator 3</i>	+2 Ranges (5%)	8%	13%
<i>Warehouse Operator 4</i>	+2 Ranges (5%)	8%	13%

NEW CLASSIFICATION

RANGE

<i>Corrections Specialist 4</i>	61
<i>Corrections Specialist Assistant</i>	39
<i>Data Consultant 3</i>	52

NEW CLASSIFICATION

RANGE

<i>Health Records Technician 1</i>	44
<i>Health Records Technician 2</i>	49
<i>Physician Assistant Certified – Lead</i>	76N

2. OTHER INTEREST ARBITRATION HIGHLIGHTS

Shift Premium for **Nurses** will now include CNA and MA classifications and is increased from \$1.50 per hour to \$2.50 per hour;

Standby pay for overtime exempt **Physician Assistant/Advanced Registered Nurse Practitioner, Physician Assistant Certified/Advanced Registered Nurse Practitioner Lead, Clinical Nurse Specialist, Psychiatric Social Worker 3 or 4, Psychiatrist 4, Psychologist 3 or 4, or Psychology Associate** increases from \$50/day to \$100/day and for all other overtime exempt from \$25/day to \$50/day;

When a CDL certification, license, and physical exam are required for a chain bus position, the employer will **reimburse the cost of the initial certification, license, and physical exam up to \$3,800** when the employee successfully bids into a chain bus position. All renewal costs will be the responsibility of the employee;

Honor Guard will receive assignment pay on an hour for hour basis for every hour worked during an authorized team related assignment or training. The assignment pay is basic salary plus two (2) ranges and will be paid to trained and qualified employees who are assigned members of the Honor Guard.

2. OTHER CONTRACT HIGHLIGHTS

A8 – Discipline:

- Investigations will be completed no later than six (6) calendar months from the time an employee is notified they are the subject of an investigation with a maximum extension of twelve (12) calendar months upon written notice to the Union and the employee.
- During an investigatory interview employees will be provided with a location to privately consult with their Union Representative.
- The scope of investigatory interviews shall be limited to the incident which is subject to the investigation.
- Interviews may be recorded by the Union and/or the Employer by mutual agreement.

A9 – Grievance Procedure:

Presumption of resignation is now a non-panel grievance.

A14 – Drug and Alcohol Free Workplace:

Added a reference to the United States Coast Guard regulations as it relates to ferry workers.

A15 – Hiring and Appointments:

The probationary/trial service period for Corrections and Custody Officers will be twelve (12) calendar months.



A17 – Overtime:

- Employees will now add/remove their name to/from the voluntary overtime list in person or by phone, not by radio.
- The employer will make a documented good faith effort to preschedule overtime for known vacancies.
- New section to address unexpected overtime assignments that occur within ten (10) minutes of shift change allowing the Employer to first utilize on-duty employees only from the voluntary overtime list.
- In cases where shifts overlap, a day of overtime will be considered one and nine tenths (1.9) hours or more.
- The utilization of a one (1) day exemption does not preclude an employee from volunteering to work another overtime assignment on the same day.
- Employees may use comp. time in lieu of sick leave pursuant to RCW 49.12.270 and the Washington Family Care Act, WA 296-130 .

A21 – Vacation Leave:

During the vacation selection process no segment shall include more than ten (10) consecutive days of vacation leave in June, July, and/or August.

A23 – Sick Leave:

Modified pursuant to Initiative 1433 and RCW 49.46.

A25 – Shared Leave:

Modified pursuant to RCW 41.04.665 to allow shared leave for pregnancy disability and parental leave.

