

TEAMSTERS LOCAL 117 – DEPARTMENT OF CORRECTIONS

STATES LAST, BEST, AND FINAL ECONOMIC OFFER

The following is the State's last, best, and final offer in regards to compensation. Due to the deficiencies in the State's compensation proposal, your bargaining committee is recommending you reject the State's offer by voting "**NO**" on the Collective Bargaining Agreement (CBA). A "**NO**" vote will allow your Union to move this issue to an interest arbitration hearing where a decision on your compensation package will be made by a third party neutral.

Wages

All Pay Ranges (Article 32.1 and 32.2) are modified as follows:

Three percent (3%) General Wage decrease for all bargaining unit members over the biennium effective July 1, 2021 through June 30, 2023.

TENTATIVELY AGREED TO LANGUAGE

The following is a summary of Articles that were tentatively agreed to during the collective bargaining process. These changes were made either to reflect revisions to state statutes or to remove Memorandums of Understanding (MOUs) attached to the contract that were no longer applicable or were incorporated into the contract. There have been no substantive language changes in the 2021 - 2023 CBA between Teamsters Local 117 and the Washington State Department of Corrections. When you vote "**NO**" on the CBA, these items will not be moved through the interest arbitration process.

The full tentative agreement can be accessed on the Teamsters website:

www.teamsters117.org/DOCContractVote2020

All terms and conditions of the current CBA will remain in full force and effect for the 2021-2023 CBA including all appendices and MOUs with the exceptions noted below. The tentative agreements reached on Article 1, Non-Discrimination; Article 22, Miscellaneous Leave; and Article 24, Family and Medical Leave will be incorporated in to the 2021-2023 CBA.

- Article 33 (Health Care Benefits) will be updated at the conclusion of Health Care Negotiations
- Garrity Rights Training MOU will be removed
- DOC Policy 450.300, Visits for Incarcerated Individuals will be removed
- SCCC CI Overtime will be maintained as it established a process for overtime assignments
- BFOQ will be maintained as the MOU is still in progress
- Article 36, Uniforms, Tools, and Equipment MOU will be incorporated into A36 of the CBA and the MOU will be removed