

Summary of Changes to the TEA WW Staff and Supervisor Contract

Article 1.3 adds a re-opener in the event the Personnel Guidelines are revised.

Article 2 is revised to incorporate the JANUS ruling, making dues non-mandatory.

Article 6 is revised to incorporate changes to Sick Leave usage by employees in the State of Washington. In all cases, these changes favor the employee, largely affecting the circumstances around when leave can be approved or denied, extending the window in which a doctor's notice to return to work could be required by your supervisor to 5 days from the previous 3 days, and setting minimum accrual rates for temporary workers. As a consequence, it is no longer possible to transfer leave balances between sick leave and BT.

Article 7.9 changes Bereavement Leave to be 5 days per occurrence from the previous 3 days.

Article 7.10 combines KC FMLA and Federal FMLA as was done for the rest of the County and previously agreed by Staff in exchange for parental leave.

Article 7.14 formalizes Parental leave, making it permanent, and extending the benefit to the Supervisors unit as well as staff.

Article 18 Wage rates establish COLA for 2017,2018,2019, and 2020 as 2.25%, 2.88%, 3.47% and 3% respectively.

Article 18.6 Professional Memberships allowance was increased from \$500 to \$600/year.

Article 18.11 clarifies when Night Shift differential pay applies.

Article 20 makes minor changes to Footwear and other PPE provided by the County.

Article 23 makes changes to the influence of Performance appraisals on an employee's Merit pay when they are in a special duty assignment.

Article 24 modifies JLMIC participation slightly.

Article 25 establishes duration of this contract to be 4 years.

Appendix A modifies the Pay range for Supervisors, Engineers, Project Control and Project Management by one range, effective January 1, 2019, consistent with the results of the salary survey.

Benefits Changes negotiated at JLMIC

New Insurance options that are somewhat less expensive to employees in exchange for limiting the providers to be in-network.

Reduces for all employees the waiting period for Long Term Disability to be 90 days instead of the previous 180 days.

Adds a 60 day short term disability insurance which can be purchased by the employee.

Improves the Vision benefit beginning in 2019 increases glasses allowance to \$200 from \$130.

Restores early retiree insurance subsidy that was removed in 2017.