

OUT of the BLUE

Washington Public Employees Association
Big Bend, Columbia Basin, Walla Walla & Wenatchee Valley Colleges

UFCW Local 365
September 2017

New Contract | New Future

As of July 1, 2017, a new Collective Bargaining Agreement was enacted by WPEA and the State of Washington. Some very key articles in the contract were changed. Here is a brief overview on changes in the new contract and for further explanation please contact your staff rep (Contact information located at www.wpea.org and on the back page).

COMPENSATION

Article 42 – Cost of Living Increases:

2% on July 1, 2017
2% on July 1, 2018
2% on January 1, 2019

A \$12/hour “Minimum Wage” for all employees. All members at salary range 26 or below will be moved to salary range 27 (at the same pay rate to start) and members in a job series with those moved to 27 who are “compressed” (not enough room between the job class salaries) will be moved up in salary range. Current salaries will not immediately change, but each affected job class will have more annual step increases before maxing out. Impacts primarily Custodian 1 and 2.

Step M – the time to get to Step M remains 6 years, but supervisors will now have the discretion to move a member to Step M early to deal with retention, recruitment or other business needs.

Shift Premium – Currently \$0.65/ hour. Proposed is \$1.00/hour. Impacts primarily custodians and some campus security staff.

Article 8 – Overtime hours will be paid as overtime, unless a member specifically asks for comp time and the supervisor approves. This is to prevent overtime being offered only if the member will accept it as comp time.

LEAVE ISSUES

Article 11 & 18 – Personal Leave days and Personal Holidays now cover the length of the employee’s shift on that day, instead of 8 hours. So a member working 4-10’s will not have to either take 2 hours of vacation or add 2 hours of work into the rest of their work week.

Article 13 – Sick leave

Sick Leave may now be used to take care of great-grandchildren, great-grandparents, and legal wards.

Any required sick leave notes will be given to HR, not the member’s supervisor.

Shared leave expanded to include time for bonding with newborn, adoptive or foster child, or for a member sick or temporarily disabled because of pregnancy or childbirth (Note: Members will only receive this benefit if the Legislature approves it in the 2017 legislative session)

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Article 12:

Year	Hours Earned – Current	Hours Earned – Proposed
1	96	112
2	104	
3	112	120
4		128
5	120	136
6		
7		144
8	128	
9		
10		160
11	136	
12	144	
13	152	
14	160	
15	168	176
16	176	
20		192
25		200

To View the Full Contract Please Visit www.wpea.org/contracts

New Contract (cont...)

WORKING CONDITIONS ISSUES

Articles 2 & 3 – Investigated and complaining members will receive 30-day updates on request, and at the conclusion of the investigation they will receive notice that the investigation is over. Investigated members will also receive information on the investigation outcome.

Article 4 – Hiring

Job postings will now be for a minimum of 7 days instead of 10.

Creation of “Non-Permanent” positions, lasting no more than 18 months, to fill in for an absent employee, during a workload peak, or while recruitment is being conducted. If a non-permanent position is made permanent, the employee may only be moved into the position automatically if there was a competitive job search.

Clarification that Project positions are only for positions with limited term or other special outside funding, not special projects.

Article 9 – Time for the union to meet with new employees at orientations at colleges that have in-person orientation sessions. All new employees will continue to get packets of union information with their other new employee documentation.

Article 17 – Suspended operations language now covers partial campus closures (less than a whole campus, for example during a flood or power outage in one building). Reassignment during closures to other locations must be to a location within a reasonable commute distance.

Article 38 – Increasing the number of members on Labor-Management Communication Committee in small bargaining units. Currently, the number of LMCC members can be no more than 5% of the bargaining unit. For schools with less than 40 members, that is less than 2 members. The new proposed limit is 2 members or 5% of the bargaining unit, whichever is greater, so that small units can have more than one member at LMCC meetings.

HEALTH CARE

Health care premium contribution remains 85% by the employer and 15% by the employee. The deduction in your deductible for completing the Smart Health program remains \$125. Employees can now earn a \$25 gift card for completing step 1 of the Smart Health program (the Wellness Assessment).

Presidential Change



After nearly 27 years at Columbia Basin College, Dr. Richard Cummins has retired.

Dr. Cummins was chosen as the seventh president of the college in May 2008 and took over the role July 1 of that year, while former president Lee Thornton was on sabbatical. Cummins has been at Columbia Basin College since 1990

when he was hired as an English instructor. Thornton has now returned as acting president.

Free College Benefits

As a member of the WPEA/UCFW Local 365, you are eligible for benefits that can save you thousands of dollars. One of those includes the possibility for you and/or your loved ones to earn an Associate’s Degree online through Eastern Gateway Community College with absolutely no out-of-pocket costs or need for loans. This benefit is available exclusively to UFCW members, retired members, and family of members, including children, spouses, grandchildren, domestic partners, and dependents.

Best of all, the UFCW Free College Benefit is designed to help you balance work and home life. You can attend school part-time or full-time – whichever fits your schedule. All you need to get started is a high school degree or GED, there are no entrance exams to worry about. To find out more about enrollment and programs offered please visit www.uncw.org/college.

College BBQs

WPEA staff had such a great time meeting with everyone who came to the BBQs this summer. We look forward to seeing everyone next year! If you did not receive the email or text invite please email aubrei@wpea.com to update our records. We would like everyone to be involved and have the opportunity to attend our events. Below are just a few of the many great photos captured.



Upcoming Events

WPEA Election - Ballots Due Nov 13
WPEA Food Drive - Donations Due Nov 15
End-of-The-Year Board Meeting - Dec 2

Your Staff Representative

Please Visit www.WPEA.org for a the Staff Representative in your area or call our Headquarters at:

1 800-544-9732

