

Summary of 2008-2010 Contract

Economics:

- Maintenance of Standard COLA formula for the entire contract. Standard COLA is 90% of the U.S. Cities CPI-W with a floor of 2% and a ceiling of 6%.
- Retroactive application of the 2008 COLA of 2.49%.
- Retroactive application of the 2009 COLA of 4.88%.
- Continued application of all Steps and Ranges.
- Implementation of a Bilingual Position pay gradient of 2.5%

IFPTE – Local 17 has joined a coalition of Unions that represent all the Administrative Services classifications in order to explore the classifications and pay comparables that the County and the Unions use when negotiating.

Pharmacy series wages and comparables will be addressed with the new negotiations to commence in early 2010.

Substantial Language Changes:

- “Gender identity and expression” added to non-discrimination in Article 4
- Probationary period being served upon rehire – Article 7, section 2
- Bilingual Positions – Limited to three classifications and a given number of each at the centers, no layoffs or forced transfers to achieve the vacancies at the centers, hired competitively and silo-ed layoff protections. Positions will be compensated at 2.5% above the base pay. - Article 8, new section 10.
- Further definition and rotation requirements for Special Duty positions in Article 9, Section 5.
- Use of vacation or leave without pay for Medical reasons and at the manager’s discretion –Article 10, Section 9.
- Probation credit when doing a Special duty or temporary position – Article 7, section 8
- Improvement to Bereavement Language lifting the “per year” restriction and changing it to per occurrence. Article 12, Section 8.
- Changes to the Alternative Work Arrangements now including an appeal process if the arrangement is denied or terminated. Article 17, Section 2 A and B.
- Addition of preferential 10% added to Interview scores for internal applicants. Article 18, Section 6.5a.
- Increased Mileage Reimbursement. Article 20, Section 1
- New language on the acknowledgement and non-tolerance of Intimidating and Bullying Behavior. This language is the first of its kind in a King County Contract. Article 20, Section 11.

Minor Language Changes:

- Performance Evaluation language moved to Article 7.
- Alteration of Step 3 of the Grievance process in Article 5, Section 6 to reflect practice.
- Addition of Performance Appeals language into Article 7 – to capture personnel guidelines process currently used.
- Defining when new employees may use vacation to capture a long term practice – Article 10, Section 4.
- Sick Leave may be allocated to the nearest one-tenth of an hour-Article 12, Section 3.C