

VOTE NOTICE:

May 15, 2017 11:30 am - 2:00 pm
Large Conference Room

We have confirmed the vote will be held on Monday, May 15th covering all lunch hours between 11:30-2:00 pm in the Large Conference Room. WPAS did not agree to release everyone to attend at the same time, so please attend during your 30-minute lunch to vote. Because of that we are providing the information you are voting on in advance so that you can make your decision on Monday.

The employer's **Last, Best, and Final Offer** in a redline version is posted on our [website](#) (the file is too large to attach to the email). These are the changes you will be voting on as presented to your Bargaining Team on April 27th. ***Your Bargaining Team and Union Reps strongly recommend a NO vote.***

Please review this proposal in its entirety; you may want to compare it to your current Collective Bargaining Agreement. Comparatively, what would be left if this gets approved is an **18-page contract from a 48-page contract.**

When reviewing their proposal the **language in green** represents language that both sides have tentatively agreed to (thus far) over the months we have been in bargaining. **The language changes in red** are the employer's language changes that have not been agreed to. Any language changes that have a **strike through in red (strike-through-in-red)** are current contract language that the employer wants to eliminate from the contract.

WPAS provided a summary of some proposals and why they believe it's a fair offer, but the offer falls short of fully addressing our core values and concerns we have talked about at the table.

Here is where and why their proposals fall short:

- Minimal yearly increases.
 - Our bargaining team believes we should be compensated more than 2% for next year or 3% in 2019; especially since more duties and responsibilities are being asked of everyone, WPAS is short staffed, and in order to keep up with the cost of living in Seattle.

- Changes to Health and Welfare Benefits:
 - No more Plan A and movement to Plan B or option to choose Kaiser Plan.
 - More cost shifting to employees if either Medical, Dental, Short Term Disability, or Vision have plan cost increases. The cost increase would be shared 50% by the employees and there is no cap under WPAS's proposal. (Currently the cap is \$150)
- Minimal increases to the 401(k) Retirement Plan.
 - WPAS will contribute \$0.00 towards the hourly contribution into your 401(k) plan which is currently at \$0.25 per hour per employee. WPAS will increase the matching contribution that totals an additional \$0.50 cents over the life of the contract, but that's if you contribute.
- No more **paid** release time for employees to attend negotiations or if attending a grievance meeting. The employer will release you to attend, but you will not be paid for the time. This is a take-away of rights we had before and is a means to discourage Union participation.
- NO SENIORITY RIGHTS: There will be no Seniority application for layoffs or recall. Hiring, transfers, shift changes, or vacation will be based on management's discretion. The employer can pick and choose who they want to keep or layoff if a layoff occurs; management has the discretion for all other items and does not have to apply seniority.
- Questionable JOB SECURITY:
 - Under the DISCIPLINE & DISCHARGE section WPAS will no longer be held to have to give an employee 3 write ups before a suspension and/or discharge.
 - Under the AUTOMATION section present employees would not be trained on new equipment if one's job is automated.
 - Subcontracting language in the contract would be eliminated, giving WPAS the right to subcontract OPEIU bargaining unit work.
- Take-away one floating holiday
- Sick leave will now have to be taken in 1 hour blocks of time forcing you to use more sick leave (right now it's tracked by the minute)
- Elimination of make-up time. Employees will have to use up any vacation or floating holiday for time off if there is inclement weather or other circumstances beyond your control.
- Elimination of daily overtime if you work more than 7.5 hours in a day (overtime will be triggered after 37.5 hours worked in the week)

- Reduced vacation and sick leave benefits for new hires.
- No more remittance to the Union through payroll for dues deduction or voluntary deductions for PAC donations, or VOTE contributions on behalf of employees. Employees will have to submit it on their own, moving forward.
- Elimination of any past practice from the contract.
 - A past practice can be a condition of employment and is considered part of the contract. If the employer fails to follow the practice or makes a unilateral change this can be grieved. Eliminating past practices is another erosion to the contract and to your rights.

As you can see there is so much on the table that needs to be improved. We hope to see you all next Monday during your lunch break. If you are unable to attend you can vote by proxy; please email a request for a proxy ballot to libby@opeiu8.org.

Questions? Contact your Union Reps Amanda Montoya (206) 441-8880 ext. 110, Amanda@opeiu8.org or Mary Maloy (206) 441-8880 ext. 106, MaryM@opeiu8.org