

TENTATIVE AGREEMENT

LETTER OF UNDERSTANDING

BETWEEN

LOW INCOME HOUSING INSTITUTE

AND

OFFICE AND PROFESSIONAL EMPLOYEES' INTERNATIONAL UNION LOCAL NO. 8

Low Income Housing Institute, hereinafter referred to as the "Employer" and Office and Professional Employees International Union Local No. 8, hereinafter referred to as the "Union" mutually agree to the following:

ARTICLE 14

SALARY SCHEDULE

Section 14.1(a) WAGE PAGE – EXHIBIT "A". Effective January 1, ~~2023~~ 2022, starting salaries shall be in the agreed upon range in Exhibit "A" attached. Starting salaries will be based upon experience, skill level, qualifications and job description, and will be consistent with the step system. Starting salaries shall be at the bottom of the range unless any employee can demonstrate achievement of one or more of the skill areas. In that case, the starting salary shall increase by the appropriate number of steps. Exhibit "A" will be increased six percent (6%) ~~six percent (6%)~~ for ~~2023~~ 2022.

Section 14.1(b) COLA. Each employee currently working in a position noted in Exhibit "A" shall receive a six percent (6%) ~~six percent (6%)~~ wage increase.

Effective September 1, 2022, Section 12.1 Insurance Coverage, Section 12.3 Maintenance of Benefits and Section 14.1(b) COLA will be re-opened for the purpose of negotiations of insurance coverage and COLA increases for January 1, 2023.

Effective September 1, 2023, Section 12.1 Insurance Coverage, Section 12.3 Maintenance of Benefits and Section 14.1(b) COLA will be re-opened for the purpose of negotiations of insurance coverage and COLA increases for January 1, 2024.

If the October 2022 or 2023, Seattle/Bremerton CPI-U/All urban consumer differs from the agreed upon January 2022 and January 2023 COLA by two percent (2%), then either party may re-open Section 14.1(b) COLA for further negotiations.