

TENTATIVE AGREEMENT REACHED!

HIGHLIGHTS

Your Bargaining Team – Lynn Johnson, Lori Defoe, Renee Abernathy, and Becky Harrington – has reached a Tentative Agreement with the employer! Now, it's time for members to vote. Your Bargaining Team recommends a "YES" vote.

HIGHLIGHTS OF THE TENTATIVE AGREEMENT

- *Effective 11/1/25* – 5% across the board increase to the wage scale and employee wages.
- *Effective the 1st pay period after ratification*, those employees at Step 15 will receive gross lump sum equal to 2.5% of their current wage multiplied by 2080 multiplied by their FTE.
- *Effective 11/1/26* – 3% across the board increase to the wage scale and employee wages.
- *Effective 1st pay period after 11/1/26*, those employees at Step 15 will receive a gross lump sum equal to 2% of their current wage multiplied by 2080 multiplied by their FTE.
- *Effective 11/1/27* – 2% across the board increase to the wage scale and employee wages.
- *Effective 1st pay period after 11/1/27*, those employees at Step 15 will receive a gross lump sum equal to 2% of their current wage multiplied by 2080 multiplied by their FTE.
- Increase shift differential to \$2 per hour.
- Increase weekend differential to \$3 per hour.
- Increase rotator premium to \$2 per hour.
- Minimum written notice of 21 days for change in shift starting/ending times.
- Increased bereavement leave to 5 days with pay and included the loss of child if the employee would have qualified for prenatal or postnatal medical leave or family leave.
- Clarified Long Term Illness usage.

Voting will be done electronically starting next week and only those employees who are members in good standing will be able to vote.

IF YOU HAVE ANY QUESTIONS, PLEASE CONTACT YOUR UNION REP, LESLIE LIDDLE:

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