

Local 2083 Labor Agreement (2019-2021) Summary of Changes

Cost of Living Adjustment (COLA):

- 2019 - Effective December 26, 2018: 4% wage increase
- 2020 - Effective December 25, 2019: 3.6% wage increase
- 2021 - Effective January 6, 2021: 2.5% minimum to 5.0% maximum based on calculation of 1% plus 100% annual average growth rate of the Consumer Price Index (CPI-W) for the region (Seattle-Tacoma-Bellevue) for the period June 2018 through June 2019 to the period June 2019 through June 2020, minimum 1.5%, maximum 4%.

Language Premium: Effective January 1, 2020, employees assigned to perform bilingual, interpretive and/or translation services for the Library shall receive a \$200.00 per month premium pay. (Details about how this work will be assigned and to whom are still under development and subject to negotiation.)

Boot allowance: Boot reimbursement for eligible employees (those who are required to wear specific footwear due to safety requirements related to their classification) will rise from \$140 in 2019, to \$175.00 in 2020 and \$200.00 in 2021.

Bereavement Leave: Five (5) days off with pay shall be granted for bereavement purposes to an employee in the event of the death of a relative or family member, including domestic partner.

Voluntary Employee Benefits Association (VEBA):

- Eligible-to-retain employees who retire from Library service during the term of this agreement, shall vote collectively to choose one of the following options:
 - A. Place 35% of the value of their sick leave balance into their VEBA account, or
 - B. ****NEW**** Place 50% of the value of their vacation balance into their VEBA account, or
 - C. ****NEW**** Place 35% of sick leave AND 50% of vacation into VEBA, or
 - D. ****NEW**** Elect not to participate in VEBA but to place 35% of the value of their sick leave into a City of Seattle deferred compensation account or receive 25% of this amount as cash.
- ****NEW**** All employees, of any tenure, will vote collectively to determine whether or not to place either \$25 or \$50 per month tax free into a Health Reimbursement Account, to be used at any time for health-related expenses (like a standard “cafeteria” plan, only your money does not disappear at the end of the year if unused!)

Shift Differential: Effective December 25, 2019 the shift differential will increase to the following, adjusted annually according to the appropriate cost of living adjustment:

- E. Evening Shift (7:30 p.m. to 12:00 a.m.) - \$1.00 per hour
- F. Night Shift (12:00 a.m. to 7:30 a.m.) - \$1.50 per hour

Reclassification requests: Clarifies that the Union has a formal role in reclassification requests, including notification when the Library receives such a request and participation in the appeal process.

Hiring process changes, elimination of the Continuous Recruitment Pool (CRP): The “Traditional Recruitment” and “CRP” processes have been replaced with new systems intended to fill vacancies more quickly, transparently, and equitably.

Highlights include:

- All regular position recruitments and temporary recruitments greater than six months shall be announced via InfoNET, even when such positions are open only to a subset of internal candidates. Staff may elect to receive notification of vacancies through work and/or personal email, eliminating disadvantage to those on leave.

- Temporary position recruitments for less than six months duration may be filled by direct placement, through a letter of interest process, or from a candidate pool created from a previous recruitment.
- Recruitments for LA1 and LA2 vacancies may create a 90 day hiring pool, with applicants to the initial vacancy automatically considered for subsequent similar vacancies. Candidates interested in subsequent vacancies may submit a new letter of interest tailored to the new position.
- Human Resources and/or the hiring manager shall now be required to (a) notify candidates within 14 days of a selection decision that a decision has been made, and (b) offer feedback regarding the quality of application materials and competitiveness, to help the employee become more competitive.

Market Wage Analysis: The Seattle Public Library shall participate in the City’s Market Rate Analysis to determine the market competitiveness of all represented library classifications and to negotiate any changes that may result.

Welcome Floating and Intermittent Employees (Formerly the Library Intermittent program): Both Librarian and LA1 Intermittent classifications are joining the Union, with significant enhancements to working conditions. The program will now consist of:

1. “Floating” positions, who receive benefits and are guaranteed half-time hours while still required to provide significant schedule flexibility, and
2. “Intermittent” positions similar to the current program, with some refusal restrictions added for employees hired after this contract is implemented.

There will no longer be a two year cap on intermittent employment, or a three month moratorium on rehire to the program. All Intermittent staff will now have job protections for medical and parental leave. Moving forward, the Union will be able to negotiate training and engagement opportunities for all Floating and Intermittent staff, integrating them more fully into the Library community.

Steward Training and Union Orientation: The Union shall be provided at least thirty minutes of paid time to orient each new member, as well as a full day of paid steward training time for a limited number of Union representatives each year.

Washington State Paid Family and Medical Leave: Commitment to reopen the contract upon demand by the Union to negotiate changes related to the ACA and Title 50A RCW, with potential to eliminate the “drawdown” requirements for this leave (making it accessible to all otherwise eligible employees, regardless of how much sick leave and vacation they have accrued.) Employees will pay the employee portion of the required premium [listed as the WA Paid Family Leave Tax and the WA Paid Medical Leave Tax on an employee’s paystub] of the Washington State Paid Family and Medical Leave Program effective December 25, 2019.

Other items:

- **Work/Life Balance Committee:** The Seattle Public Library shall participate in the City and Coalition committee to explore ways to better support employee work/life balance, including such topics and childcare, flexible hours and alternate schedule arrangements, and enhanced access to paid leave.
- **Title adjustments:** AMHS Lead and Lead Officer were added to the contract, while titles no longer in use were removed; Appendix A compensation schedule was updated for all represented titles; Chief Librarian and Employee Relations Director titles updated.
- **Throughout:** Where encountered, references denoting sex and gender were changed from binary and gender specific pronouns to gender neutral pronouns. Example: “his/her” changed to “their”.

Minor additional changes made to articles were not called out in this summary document because they do not alter the rights of labor or management. These changes include typos and adjustments in the wording of passages known to have caused confusion in the past.