



GUILD NEWSLETTER

FOURTH QUARTER

DECEMBER 2023

Coalition/Bargaining Update

The Coalition was able to come to a tentative agreement with the city on 12/13. This means that the numbers listed below still must be voted on and approved by the new city council before finalization. Historically the city has honored all TAs without issue, so overall this is great news!

COLA

2023: 5%

2024: 4.5%

2025: Consumer Price Index for Urban Wage Earners and Clerical Workers in the Seattle-Tacoma-Bellevue Area (CPI-W) for June 2023-June 2024 (not less than 2%, no more than 4%)

2026: CPI-W for June 2024-June 2025 (> 2%, < 4%) plus 1% (Up to 5%)

Market Wage Adjustments

Based on 2022 base wages, does not count OT or premium pay, this will not compound each year. Example: D1, Step 2 will earn $(5\% + 4.5\% + 2\% + 4\% = 15.5\%)$ of 2022 wages in 2024.

\$75k and under: 2023 2%, 2024 4% 2025 2% = 8%

\$75k-\$100k: 2023 2%, 2024 2.8%, 2025 3.2% = 8%

\$100k & up: 2023 2%, 2024 2%, 2025 4% = 8%

*No wage adjustment for 2026

Retro pay starting from January 1, 2023 for all employees and those that have left in good standing.

They currently have D1 all under \$75k, SPV under \$100k, and ECAs under \$100k there may be some fluctuation in which tier you fall under based on your step level. It may go up to the next bracket based on the agreement for base wages. (Example: D1 Step 5 annual base income is \$75,524.80, which could move you to the next wage adjustment bracket.)

Shift Differential

Increase by \$0.25 - Swings: \$1.25, Graveyard: \$1.75

Other agreed upon contract language includes:

- Streamlined grievance procedure
- Improved vacation accrual (We're getting a couple more vacation days too!)
- Improved bereavement/funeral leave
- Creation of a dependent care task force
- Improvements for contracting out language

We are still working out CTO Premium pay, permanent compensation time banks, and Out-of-Class (OOC) adjustments, but we have been assured that there will be some cooperation and we should come to an agreement once we are finally able to sit down at a table and talk it out.

I hope this brings you a bit of relief from a long-fought battle. This could not have happened without the strength of our coalition, those of you that turned out to support them at rallies and picketing, and all members who have supported your guild. Again, it will take time to polish up our contract and get it out for final approval, but the economics will be moving forward, and I hope to see some of these changes no later than 2nd Quarter 2024, but that is a guesstimate only, the city sets the pace.

Happy Holidays!



Guild Website:

Guild Cell Phone:

206-641-5114



ANNOUNCEMENTS

New Board Members

Please welcome Sara Owens (Secretary) and Justin Ashburn (Member at Large) to the board. Both Sara and Justin will be valuable assets in getting our contract completed and are excited to be your newest representatives

Joint Labor Meeting

The Guild is looking forward to once again starting our Joint Labor Meetings with Management in the upcoming year. If you have any concerns or feedback, please contact a representative or send us an email to let us know.

Newsletters

Going forward newsletters will be sent quarterly so make sure to check you email or the bulletin board for updates!

REMINDERS

Employee Assistance

The City of Seattle offers an Employee Assistance Program (EAP) at no cost to employees and their household members. Services are confidential and available 24 hours a day, 7 days a week. To access services call: 1-888-272-7252 or go to: www.resourcesforliving.com (Username: city of seattle, Password: city of seattle).

Discretionary Time Off Pilot Project

It has been brought to our attention that there are some concerns with the current pilot project concerning supervisor discretionary time. We are currently seeking feedback regarding this topic from supervisors to determine if this project needs to be reevaluated.

Grievances

If you want assistance with a grievance, make sure it's brought to the board's attention within 20 days of the alleged contract violation. We have started a grievance committee within the board and Vice President, Jessica Marchione is the point of contact.