

Summary of Changes to Our CBA with the IUOE

1. This is the successor agreement to our collective bargaining agreement (CBA) with the IUOE that expired on December 31, 2015. This is a three year agreement that will end on December 31, 2018.
2. We made a variety of house-keeping changes such as changing all citations to the City's "Administrative Guidelines" to "Policies and we now will use the American Arbitration Association (AAA) as the arbitrators of a grievance (instead of choosing between 3 services) and we will select from a list a 7 arbitrators (instead of 9). However, both sides wanted to concentrate on healthcare benefits and wages, so the only major changes to the existing CBA were in those areas.
3. IUOE accepted the City's offer to move to new insurance plans beginning in 2016 (the current plans will no longer be offered by AWC beginning in 2018). IUOE members (City employees) will be moving to the Regence 250 plan or the Group Health \$20 Co-pay plan in 2016. These plans both have lower premium costs for the City (and the employee) because they involve increased deductibles for the IUOE member. To offset some of the cost of the increased deductibles, the City agreed to provide a bonus to the IUOE member of \$775.00 in 2016 and 2017. Beginning in 2018, there will be no offset from the City.
4. Beginning in 2016, IUOE members who are married to other City employees (there are none currently) will not be entitled to receive the \$250 for their spouse waiving access to the City insurance plan.
5. Also beginning in 2017, IOUE members who have employed spouses that are provided insurance by their employer, yet choose to take City insurance, will have to pay \$50/mo to take the City insurance. The \$50 will increase to \$100/mo in 2018.
6. All other parts of the current insurance agreement remained the same.
7. They accepted our wage proposal: Base wages shall be adjusted as follows:

January 1, 2016-1%

January 1, 2017-1%

January 1, 2018-1%

However, if the annual increase in revenue received by the City of Olympia for the 1% general sales tax (does not include the .02% sales tax for public safety), exceeds the prior year by a certain percentage (see table below) then wages for 2016, 2017 and 2018 will be increased according the following table:

Gross Sales Tax increase over prior year	Pay Range Increase
Negative- 2%	No Increase above the 1%
>2%-4%	1% additional increase added to the 1%
>4%-6.00%	2%-additional increase added to the 1%
>6%	3%-additional increase added to the 1%

This is calculated annually in December for application in the upcoming year and shared with the union at a time. It is effective on 1/1 of the upcoming year and is added to the second pay check in January.

8. We modified the CDL language. It no longer says the City will pay employees to obtain CDLs. It says the City will reimburse employees for required health exams at the vendor rate and license fees related to their CDLs.