

Summary of Changes to Our Collective Bargaining Agreement (CBA) with the Teamsters bargaining unit

1. This is the successor agreement to our collective bargaining agreement (CBA) with the Teamsters 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 “City Policies”. Other significant changes:
 - We may now use the Federation and Mediation Conciliation Service (FMCS) 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);
 - Jail staff hired after April 1, 2015 may be assigned to a 12 hour shift (most efficient shift for staffing purposes) in the future;
 - Partial compensatory time cash out in December of each year which provides cost and scheduling certainty;
 - Standby pay which brings these employees in line with how other employees of the City are treated;
 - The employees will be moving to the City’s new healthcare plans January 1,2018;
 - Oral warnings will not be subject to the grievance process and will be removed from the employee’s file after the annual evaluation;
 - Employees will now receive a yearly uniform allowance (\$700) for cleaning and purchasing parts of the uniform (t-shirts, boots) that are not provided by the employer;
 - Employees who are certified instructors will receive an additional 1%.

3. Teamsters accepted our wage proposal: Base wages shall be adjusted as follows:

July 1, 2016-2%

January 1, 2017-2%

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 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%
>2.1%-4%	1% additional increase added to the 1%
>4.1%-6.00%	2%-additional increase added to the 1%

>6%	3%-additional increase added to the 1%
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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 reflected on the January 20th paycheck. January.

Additionally, certain job classes received a 5% pay increase because of additional duties or to bring them in-line with what other cities are paying those job classes so that Olympia remains competitive when recruiting and retaining employees.