

UNION CONTRACT UPDATE

January 10, 2018

CONTRACT BARGAINING IS COMPLETE!

On January 3, after a year of hard-fought negotiations, your elected bargaining team and the Commonwealth reached a tentative union contract agreement. The next step is a ratification vote, where Local 509 members will have the opportunity to vote on the new contract.

CONTRACT SETTLEMENT HIGHLIGHTS (PENDING RATIFICATION)

Pay Increase & 1% Trigger:

- For the first full pay period of January 2017: 1% raise.
- For the first full pay period of January 2018: 2% raise.
- For the first full pay period of January 2019: 2% raise.

If FY2018 Tax Revenue equals or exceeds \$27.072 billion, a 1% raise retroactive to first full pay period of January 2017.

Preserved Sick Time: Management wanted to place a cap on the sick time earned by our members. Thanks to our vigorous push back, we were able to preserve our sick time and keep the cap away.

Vacations: For the first time in decades, vacation language has changed to OUR benefit. If you have 4 ½ years' experience in a related field prior to working with the state, you can apply to go from 2 weeks' vacation to 3 weeks' vacation.

Student Loan Forgiveness: We will have one paid time off day and seminars for student debt relief. Workers who are working toward student debt forgiveness will get an automatic letter for their file.

Improvements to Promotional & Transfer Language: We won language that streamlines the transfer process and makes it more accessible. We also got an agreement to improve the transparency of the promotional process.

Changes to Reasonable Accommodations: We got management to agree to improve and speed up the reasonable accommodation process and work with us on other concerns around this issue.

Additional Improvements: Grievance process improvements, such as removal of written warnings after 2 1/2 years. Better communication on Safety and Health!

For more information, contact your union steward.

CONTRACT RATIFICATION VOTE: THURSDAY, FEBRUARY 1

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