

KWRL Tentative Agreement

April 30, 2018, 8:15 p.m.

Letter of Agreement

Between

KWRL Transportation Cooperative

And

SEIU Local 925

Regarding Wages for the 2017-18 and 2018-19 Years

This Letter of Agreement (LOA) is entered into between SEIU, Local 925 (Union) and the KWRL Transportation Cooperative (Employer). This LOA is effective when signed by both parties and expires at the same time as the current collective bargaining agreements between the Union and Employer, August 31, 2019.

Background: Pursuant to § 16.3 of the collective bargaining agreement currently in effect between the Union and the Employer, the Parties have negotiated the following provisions regarding wages for the 2017-18 and 2018-19 contract years:

1. Wages for the 2017-18 work year were increased by the State cost-of-living adjustment of 2.3% effective with the 2017 in-service, September 1, 2017. The Parties agree to increase the wage rates an additional amount, effective with the 2017 in-service, September 1, 2017, as follows:
 - a. For drivers, the drive-time base rate shall be increased five and five-tenths percent (5.50%). Effective at the August 2017 in-service, standby and meeting time base rates shall be combined at the meeting ~~standby~~ base rate and the new standby and meeting ~~standby~~ base rate shall be increased twenty-three percent (23%).
 - b. For mechanics, the base rates shall be increased nine and one-half percent (9.5%).

The amount owed as retroactive drive-time and mechanics wages (between the 2017 in-service September 1, 2017 and ratification of this agreement) shall be paid over the course of the remaining months of the work year. The amount as retroactive standby and meeting wages shall be paid in a lump sum no later than the second payroll following ratification to persons still employed as drivers.

2. Wages for the 2018-19 work year, effective beginning at the annual in-service, shall be increased by the greater of a three and six-tenths (3.6) the percentage increase in the Consumer Price Index as

described in § 701 of HB 2242 of the 2017 legislative session, three and one tenths percent (3.61%), or a midpoint market adjustment, not to exceed eight and five-tenths percent (8.5%), calculated as follows:

- School districts in Clark and Cowlitz counties, excluding districts using contracted transportation services, shall be used for comparison.
- Salary schedules for bus drivers and mechanics (coordinator, diesel mechanic, service and assistant service positions) in effect as of October 1, 2018 shall be collected from each district.
- The starting wage rate and the highest regularly available rate (not including training or standby rates, etc.) shall be averaged to establish a mid-point salary for each position for each comparison district and for KWRL.
- The average of the midpoint salaries for all comparison districts shall be established for each position.
- The KWRL salary for each position shall be set for the 2018-19 work year at the higher of the ~~current~~ final 2017-18 rate (plus 3.6% as described above), or the nearest five-tenths (0.5%) above the percentage difference between the average midpoint wage for the comparison districts and the midpoint wage for KWRL (not to exceed 8.5% as described above). That percentage is applied to the first step for each position and proportional increases will be made to subsequent steps based on the structure of the salary schedule.

For KWRL

For the SEIU Local 925

Michael Z. Green
Superintendent-in-Charge

Gary Hollingshead
President

Date: _____

Date: _____