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September 19, 2019

To | Michael Green

From | Lorraine Wilson

Re | KWRL-SEIU Collective Bargaining Agreement

The following is a summary of the major points of the successor collective bargaining agreement between the KWRL Co-op and SEIU, Local 925.

- Wages:
 - Wages are increased effective September 1, 2019 for bus drivers by 8% and for mechanics by 6%
 - Wages are increased by the larger of the state inflationary adjustment, implicit price deflator (IPD), or 3% each subsequent year of the agreement, 2020-21 to 2022-23.
 - Bus driver “stand-by” time, a lower pay rate when drivers are waiting to drive between legs of a trip is eliminated September 1, 2020 and drivers will be paid their regular rate of pay for all time worked
 - Earned increments or salary schedule steps are awarded once per year, September 1
- The agreement is for four years, September 1, 2019 to August 31, 2023
- Changes adjust to the 2018 federal *Janus* decision, pertaining to public employees’ right to not join the union
- The process of assigning extra-curricular trips and other administrative functions are made more efficient
- Labor-Management meetings are regularly scheduled
- Definitions for key terms are established

- Clarifications are made to provisions for drivers of students in the special education program
- Provisions are updated for compensating applicants for earning their commercial drivers' licenses
- The late shift differential provision is clarified
- The tool and footwear allocation for mechanics is expanded to include outerwear
- Insurance benefits provisions are amended to account for the transition to the School Employees Benefits system January 1, 2020