



PORTER FOSTER RORICK

LLP

800 Two Union Square | 601 Union Street | Seattle, Washington 98101 | Tel (206) 622-0203 | Fax (206) 223-2003 | www.pfrwa.com

October 16, 2023

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 (Service Employees International Union).

- The Agreement is for two years, through August 31, 2025. For 2023-24 wages were adjusted by thirteen percent, including the state inflationary factor (implicit price deflator, IPD, 3.7%) to keep salaries at or slightly above the median of districts with comparably sized transportation departments. A Year 12 step is added to the wage schedule as well, a two percent increase for drivers and one percent for mechanics (who already had another one percent step, this will keep the final steps of equivalent value). For the second year of the Agreement wages will be increased by the IPD, plus 1.5%, or 5.5%, whichever is greater and a Year 7 step is added to the wage schedule as a two percent increase for all employees.
- Employee due process rights are more accurately defined, in the regular discipline section and the section addressing federal drug and alcohol testing requirements.
- Provisions addressing union membership and employee information are further refined since the 2019 adjustments for the *Janus* decision prohibiting mandatory union fees.
- The status of substitute employees is updated to the correct contractual references.
- The Juneteenth holiday is added to the agreement as a paid holiday if it falls within the employee's work year.
- Personal leave remains at two days per year, all unused leave may be cashed out by employees, and KWRL must act on requests for personal leave within five days.
- The footwear, tool and outerwear allowance for mechanics is increased from \$600 per year to \$750.
- Bargaining rights around changed job descriptions are defined.
- "Lot support" extra work is added to the description of work available to drivers beyond driving.
- Probation status for new employees is more clearly defined, and an evaluation is required at the half-way point.

- Lay-off recall timelines are clarified and shortened. A return to work from layoff deadline is established.
- The bid process is clarified and procedures when existing routes are eliminated or new routes are formed are provided.
- Morning and afternoon routes are guaranteed a minimum of two hours of paid time.
- Contract language is included to match the new electronic process of posting and awarding extra trips.
- Opportunities for extra bus washing work are described, in part to improve access to the bus washing facilities.
- The provision for permanent “substitutes” (SNRDs) to take special needs assignments is eliminated.
- Time for driver paperwork is updated (reference to bus rosters is eliminated, seating charts route cards is added) and limited.
- A retiree substitute pay rate (the employee’s previous wage schedule placement) is established.
- The existing requirement of employees verifying that medical appointments taken during work time are necessary now includes a twelve-hour notice requirement, unless the appointment was not previously known.
- Insurance provisions were further updated to address the SEBB transition.