

AFSCME COUNCIL 28 / WASHINGTON FEDERATION OF STATE EMPLOYEES

Summary of Tentative Agreement

Reached for Tacoma Community College Exempt Staff
2020-2022 Collective Bargaining Agreement

This summary highlights and explains the most significant provisions of the Tentative Agreement reached between the Washington Federation of State Employees (WFSE) classified bargaining unit and Tacoma Community College on August 25, 2020. It does not cover every article nor every provision.

Read the complete Tentative Agreement document online at:

tcc.wfse.org/ratification

MAJOR GOALS

Major goals achieved in tough economic times include:

- 3% increase, retroactive to 1/1/2020 (see Art. 40)
- After first contract renewal, members are entitled to 90 days' notice or receive a payout on the contract (see Art. 6)
- Sick Leave accruals for part time individuals (see Art. 14)
- Established process for members performing duties of a higher paying position to receive appropriate compensation
- Held the line on Health Care costs with a maintenance of the 85/15 cost split

**Your Tacoma Community College Exempt Bargaining Team
recommends you
VOTE TO ACCEPT this Agreement.**

HIGHLIGHTS

OF THE ECONOMIC GAINS IN 2019-2021 ARTICLES

Article 40 – Compensation

- 3% increase, effective 1/1/20
- Maintenance of Health Care benefits at a 85/15 costing system

HIGHLIGHTS

OF THE NON-ECONOMIC GAINS IN 2019-2021 ARTICLES

Article 2 – Discrimination

- Extended protections against discrimination based on obesity and hair styles/textures.

Article 6 – Hiring and Appointments

- After the first contract renewal is achieved, members are entitled to 90 days' notice or a payout of the remainder of their contracted time.

Article 7 –Work Schedules

- When altering anyone's work schedules, management must respond to members' objections based on their personal needs and circumstances.

Article 10 – Performance Evaluation

- Failure to perform an evaluation by management establishes that you are performing well and meeting expectations.

Article 14 –Sick Leave

- Memorializes changes in the law which guarantee minimum accruals rates for part time employees.

Article 17 – Family and Medical Leave

- Memorializes changes in the law which create a system for paid leave in qualifying circumstances to care for self or family member.

Article 21 – Reasonable Accommodation and Disability Separation

- Provides further protections for those with disabilities and also qualifies pregnancy disabilities.

Article 38 – Grievance Procedure

- Extends time frame to file a grievance committed by management from 21 calendar days to 28 calendar days.

Article 44 – Desk Audits

- Establishes a formal system to address compensation concerns that emerge when performing duties of a higher paying position.

Voting closes at midnight Sunday, November 8, 2020

Please VOTE to ratify this agreement!

**Your Tacoma Community College Exempt Bargaining Team recommends you
VOTE TO ACCEPT this Agreement.**