

WINS in King County!

There are many benefits to negotiating with your co-workers as a union! By working together, PROTEC17 members have a strong voice that directly influences what goes into their contract. Here are just some of the major union-negotiated benefits and legal rights that are afforded to union-represented employees at King County because of PROTEC17's leadership and representation.



Your union-negotiated benefits and legal rights as a union employee:

- **10.25% wage increase** over three years, 2018-2020
- **Extra vacation days**
- **Employer-paid healthcare with no cost sharing out of your paycheck**
- Access to a joint union-managed \$60M health insurance reserve fund
- Negotiated access for employees to purchase a short-term disability plan
- No additional premium for long-term disability to start at 90 days instead of 180
- A process to get your job reclassified if you're performing additional duties above your classification
- **\$500 bonus**
- Ability to participate in the development of department and County policies through Labor-Management Committees
- **Expanded bereavement leave**
- Paid time for new hires to speak to union leaders
- **Paid safety gear**
- **Paid parental leave**
- **A Professional Development Fund offering up to \$2,000 per member** for educational purposes
- Protections for when you work out-of-class
- Protections if your work is being skimmed
- **On-call pay** and procedures
- Fees paid and release time granted for maintenance of required licenses and certifications
- **Standardized salary tables, ensuring the same pay for the same work**
- Expansion of Special Duty options to support the professional development of current employees in lieu of hiring temporary employees
- A guaranteed first interview for internal candidates who are applying for a promotion or Special Duty position in the County, if minimum qualifications are met
- **Ability to oversee decisions made on hiring, training, performance, and promotions to ensure fairness and equity**

WINS in KC Transit:

- Secured a pay range increase for Transit Chiefs and Superintendents
- Negotiated the impacts of Transit changing from a Division to a Department to ensure members do not suffer a loss of pay or representation
- Negotiated the impacts of office relocation
- Ensured appropriate step placement for Vehicle Maintenance Chiefs so they do not make less than those they supervise via the grievance process
- Won an arbitration against King County Metro Transit where they wrongfully terminated an employee

Public Health WINS:

- Negotiated a 7% pay increase for all Social Workers
- Secured pay range increases for Nutritionist II and Nutrition Consultant I
- Secured one pay range increase for Senior Social Workers
- Halted skimming in two divisions
- Pushed management to reclassify an entire Division's administrative staff, including pay range increases, because of a changing body of work
- Negotiated the impacts of Shared Staffing for providers in the clinics
- Negotiated pay parity for Health Inspector III and IVs resulting in a three-range pay increase
- Brought attention to negative workplace environments, which lead to better leadership development
- Halted conversion of members to a different Division, which would have violated an agreement created to preserve the mission of Public Health
- Worked with management to expand FTE positions to reduce workload and span of control
- Moved member leadership to an election-based system
- Halted out of class duties for Administrative staff in the Jail Health Division
- Holding management accountable for changing past practices to reduce disciplinary actions
- Increased internal preference for Public Health members in scoring during the hiring process

WINS in KCIT:

- Prevented contracting out through a standby pay program
- Fought to keep after hours support language
- Established a telecommuting pilot for CSS employees
- Negotiated a process to prevent pay cuts from the CP2 project

Dept. of Local Services WINS:

- Pushed to adequately fund the Roads Division with concrete short-term and long-term strategies
- Reestablished Lead Pay
- Heavily petitioned a Council assessment to move employees from King Street Center
- Organized and secured a pilot program for alternative work schedules

