

Articles - No Changes/Modifications

Article 1	Recognition	No Change
Article 2	Rights of Management	No Change
Article 3	Non-Discrimination	No Change
Article 4	Performance Management	No Change
Article 5	Vacation Plan	Revised
Article 6	PTO, Leave of Absence, Medical Leave & Personal Leave	Revised
Article 7	Holidays	Revised
Article 8	Workforce Administration	Revised
Article 9	Contract Personnel	No Change
Article 10	Joint Meetings	No Change
Article 11	Work Schedules	Revised
Article 12	Union & Company Relations	No Change
Article 13	Union Security	No Change
Article 14	Strikes and Lockouts	No Change
Article 15	Group Benefits	Revised
Article 16	Retirement Plan	No Change
Article 17	Grievance Procedure And Arbitration	No Change
Article 18	Separability	No Change
Article 19	Job Classification	No Change
Article 20	Health and Safety	No Change
Article 21	Miscellaneous	Immaterial Change
Article 22	Duration	Updated Dates
LOU	Intern Program	Added to Article 21
Attachment A	Medical Benefits at a Glance	No Change
Attachment B	Job Classification	No Change
Attachment C	Lump Sum Bonus	Deleted

Summary of Proposed Changes

- **Article 5 – Vacation Plan**
 - Revised to reflect Paid Time Off (PTO)
- **Section 5.1 Paid Time Off (PTO) Accrual**

Beginning January 1, 2021, on the first day of employment, and on the first day of each subsequent annual period (Jan. 1 to Dec. 31), employees will be awarded PTO in a single lump sum based upon years of service as follows:

<u>Service</u>	<u>Vacation Accrual</u>
Less than 4 years	15 days / 120 hours
5 to 10 years	20 days / 160 hours
11 to 15 years	25 days/ 200 hours
16 to 20 years	30 days / 240 hours
More than 20 years	33 days / 264 hours

Company service date used to determine credits awarded.

- **5.2 PTO** may be taken in one (1) hour increments, with 24 hour’s advance management notice and approval; provided, that any use permitted including any notice provisions under RCW 49.46.210 and the applicable WAC provisions are also permitted.
 - Revised to show maximum carryover of eighty (80) hours of PTO and/or vacation into year 2021 with excess of 80 hours placed in a PTO to be paid out upon separation from the Company.
 - Unused PTO will be paid to the employee upon termination.
- **Article 6 – PTO, Leave of Absence, Medical Leave And Personal Leave**
 - Removed Section 6.1
- **Article 7 – Holidays**
 - Revised to dates to reflect 1-year agreement
 - Section 7.4 – change wording from vacation to PTO
- **Article 8 – Workforce Administration**
 - Section 8.4(c)(1) – Revised wording on layoff benefit and included table with layoff benefit vs years of service.
- **Article 11 – Work Schedules**
 - Removed Section 11.5(b)(4)
 - Section 11.5(b)(5) – revised to show lump sum payout of \$1,500 no later than the second full pay period after ratification.
- **Article 15 – Group Benefits**
 - Section 15.2 – Updated Medical & Dental Premiums
 - Section 15.3 – Removed wording regarding Cadillac Tax since no longer applicable

Visit www.speea.org for a complete contract with redline changes.