

# SPEEA Advantage

## Professional and Technical Collective Bargaining Agreements

Information applies to both units unless otherwise specified.

The SPEEA Professional and Technical collective bargaining agreements were ratified and took effect by a vote of their respective bargaining unit members on Feb. 11, 2016 and remain in effect until the close of business on Oct. 6, 2022. (Article 23)

### Compensation (Article 11)

- **Professional** (Article 11)
  - 5% compensation pool each year for 2016 – 2021; 4.5% in 2022
  - Structured to keep pace with 115% of the high-tech market
- **Technical** (Article 11)
  - 5% compensation pool each year for 2016 – 2021; 4.5% in 2022
  - Structured to keep pace with 115% - 122% of the high-tech market
- **Overtime** (Article 11 & LOU 22)
  - Professional – Overtime (OT) is paid at straight time +\$6.50 for all scheduled overtime.
  - Technical – Overtime (OT) is paid at one and one-half the base rate or double time.
  - Limits on mandatory overtime.
- **Flex Time** (Article 11)
  - Employees may, at their request and with management's approval, make a temporary modification of their work schedule through movement of hours from one day to another within an 80-hour pay period, for Professional, and within a 40-hour workweek for Technical employees.
- **Paid Time Off For Professional Unit** (Article 6 and Article 11)
  - Personal Business (PerBus) – coordinated with manager for less than full day absence of paid leave to take care of personal business items.
  - Non-Industrial Illness – less than full day absence of paid leave for incidental medical absences that cannot be scheduled outside of work. For example, dental appointments.



### Sick Leave (Article 6)

- Two weeks awarded up front each year on your anniversary date.

### Vacation (Article 5)

- One week of vacation front-loaded for new hires and interns. Additional vacation time is credited daily and awarded weekly per the schedule in Article 5.2.

### Performance Management (Article 4)

- Requires manager to meet with employee at least three times a year.
- Is a coaching and feedback opportunity for manager and employee.
- Offers ability for employees to develop and grow their skills and knowledge.
- Focuses on individual performance rather than group performance.

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### Retirement

- **401(k)** (Article 15)
  - 6% maximum company match
  - Additional special contributions for 2019-2021
    - Hired before March 2013: 9% (2019), 8% (2020) and 7% (2021)
    - Hired between March 2013 and Feb. 2016: 6%, 7%, or 8% based on age
    - Hired after Feb. 2016: 3%, 4% or 5% based on age
  
- **Pension** (Article 17) (*Hired before March 2013*)
  - Basic Benefit Formula - Effective 1/1/2017: \$100 flat monthly dollar amount per credited year of service, minus early retirement deductions if applicable.
  - Credited service stops accruing on 12/31/2018 for all benefit formulas.
  - Alternative Benefit Formulas - Final average earnings continue to increase for duration of contract.

### 2018 Health Plan Change Highlights (Article 16 & Attachment A)

- **Medical Plans – No change until 2018**
  - 2018 – 2022 employee contribution locked in at 5% premium
  - 2018 Advantage+ – Low Health Savings Account (HSA) deductibles, Out Of Pocket (OOP) max 2x deductible
  - High HSA contributions (75% of deductible 2018, 50% 2019 – 2022)
  
- **Preferred Partnership Network**
  - Traditional (TMP) and Select Network – reduce premium, free primary care and free generic drugs
  - Advantage+ -- Even higher HSA contributions (100% in 2018, 80% in 2019+)
- Retiree Medical – Guaranteed with no premium increase through 2022 for eligible employees
- Preferred Dental Plan – Annual maximum increase to \$2,500 in 2020

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### Employee Protections

- **Layoff Benefits (Article 8)** – Eligible for one week of pay for every year of service up to a maximum of 26 weeks.
- **Enhanced Layoff Benefits (LOU 28)** – If work moves out of state, employees are eligible for two weeks of pay for every year of service with a minimum of 26 weeks, up to a maximum of 60 weeks.
- **Recall Rights (Article 8)** – Laid-off employees are eligible for recall rights to job openings in the Skill Management Code (SMC) from which they were laid off.
- **Retention/Designation Appeal (Article 8)** – Management must tell employees where they stand relative to layoff order annually even if no layoffs are anticipated. Employees are eligible to appeal a drop in retention rating or a designation (ineligible for recall rights).
- **Monitor Use of Contract Labor (Article 9)** – Identifies the various types of contract labor and provides a process for monthly monitoring of contract labor in the workforce.
- **'Just cause' required for termination** – Employer must show “just cause” to discipline an employee. (This is a higher standard to ensure fairness than the “at will” employment of non-represented employees.)

### Contract Enforcement

- The contract is a legally binding and enforceable signed agreement between employees and employer.
  - Dispute resolution through grievance and arbitration process (Article 3).

### Continuing Education

- **Ed Wells Partnership (Article 20)** – Approx. \$7 million negotiated for career enhancement training on a wide variety of technical topics, i.e. 'Aircraft Structural Analysis' and 'Crucial Skills of Effective Leaders.'

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### Member driven organization

- **Leaders elected by members**
  - **Executive Board** – Union members elect the seven-member Executive Board overseeing operations.
  - **Council Representatives (CR)** – Elected by members in each workplace district. CRs vote on policy and are union representatives in the workplace.
  - **Area Representatives** – Support Council Representatives in the workplace and enhance communication with members.

### Issue-focused committees for member participation

Committees are open to all union members

- Diversity
- Governing Documents
- Leadership Development and Training
- Legislative and Public Affairs
- Organizational Planning
- Veterans
- Action and Communication Taskforce
- Labor Delegates
- Membership Activities
- New Hire
- Young Members
- Women's Advocacy

### Union specific benefits

- **Access to salary charts** – Salary information allows members to compare their salary to the potential for growth. The charts also help in conversations with managers about performance and career growth.
- **Seminars/workshops/activities**
  - Financial planning for early & mid-career employees
  - Health care Open Enrollment options
  - Maximizing Performance Management
  - Retirement seminars
  - Member activities throughout the year

This document is a summary of the most asked about contract items. See your contract for additional information or talk to your Council Representative (CR). Find your CR at [www.speea.org/council/lookuprep.html](http://www.speea.org/council/lookuprep.html).