

Reopener TA Statement - Washington State Ferries Coalition of Unions

Ferry Agents, Supervisors, and Project Administrators Association

Inlandboatmen's Union of the Pacific

International Organization of Masters, Mates & Pilots Masters

International Organization of Masters, Mates & Pilots Mates

International Organization of Masters, Mates & Pilots Watch Supervisors

Marine Engineers' Beneficial Association Licensed Engineer Officers

Marine Engineers' Beneficial Association Unlicensed Engine Room Employees

Marine Engineers' Beneficial Association Port Engineer Employees

Office and Professional Employees International Union Local 8

Pacific Northwest Regional Council of Carpenters

Puget Sound Metal Trades Council

Service Employees International Union Local 6

All the above WSF Marine Unions agreed to the following:

- 3.25% GWI on July 1, 2022
- Effective July 1, 2022, bargaining unit employees who were hired on or before July 1, 2022 and still employed on July 1, 2022 will receive a lump sum based on the following chart:

Annual Full-time Salary Equivalent		Maximum Lump Sum Payment Amount
Greater than or Equal to	Less than	
\$28,584	\$47,331	\$2,500.00
\$47,331	\$64,554	\$1,875.00
\$64,554	\$81,777	\$1,250.00
\$81,777	\$99,000	\$625.00
\$99,000		\$0.00

In recognition of our agreement to forego normal impasse procedures such as fact finding or interest arbitration for the purpose of addressing a general wage increase for fiscal year 2023, the employer offers the following proposal.

2023 General Wage Increase

Effective July 1, 2022 each member of each bargaining unit of the Marine Unions Coalitions shall have their base wage rate increased three ~~percent~~ and twenty-five hundredths percent (3.25%). This increase is based on the base wage rates in effect on June 30, 2022.

Lump Sum Distribution

A. Effective July 1, 2022, bargaining unit employees will receive a lump sum amount as shown in subsection B, who:

1. Is hired on or before July 1, 2022.
2. Is occupying a position that has an annual full-time equivalent base salary of less than ninety-nine thousand dollars (\$99,000.00) on June 30, 2022 after all adjustments to an employee's base salary have been completed.
3. Base salary excludes overtime, shift differential and all other premiums or payments.
4. Hourly employees' annual base salary shall be the base hourly rate multiplied by two thousand eighty-eight (2,088).

B. On the July 25, 2022 paycheck, the Employer will make payments to bargaining unit employees that correspond to the annual full-time equivalent base salary as described in A.2.

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\$64,554	\$81,777	\$1,250.00
\$81,777	\$99,000	\$625.00
\$99,000		\$0.00

TENTATIVE AGREEMENT ONLY.

This tentative agreement will only become final if it is first determined to be financially feasible
by OFM and subsequently funded by the Legislature in the 2022-2023 budget.

1. Bargaining unit employees who occupy more than one position will receive only one lump sum payment. Eligibility for the lump sum payment will be:
 - a. Based upon the position in which work was performed on July 1, 2022; or
 - b. If no work was performed on July 1, 2022, then based on the position from which the employee receives the majority of compensation.
2. The amount for the lump sum payment for part-time employees will be proportionate to the number of hours the part-time employee was in pay status during fiscal year 2022 in proportion to that required for full-time employment.

For the Employer

For the Unions

/s/ 09/21/2021
Jerry Holder, Senior Labor Negotiator
OFM/State Human Resources

/s/ 09/22/2021
Rhonda Fenrich, Lead Negotiator
WSF Marine Union Coalition