

SEIU6 2018 SECURITY CONTRACT CAMPAIGN



Bargaining Wins

HIGHLIGHTS:

UNION SECURITY MINIMUM WAGE ONE OF THE HIGHEST IN THE USA

	2018	2019	2020	2021	2022
Zone 1	\$15.65	\$16.04	\$16.44	\$16.85	\$17.27
Zone 2	\$14.00	\$14.25	\$14.75	\$15.25	\$16.45
Zone 3	\$13.50	\$13.75	\$14.00	\$14.25	\$14.50

5 WAGE INCREASES IN 4 YEARS

\$2.40 RAISE OVER FOUR YEARS FOR ZONE 1 & 2

\$1.45 RAISE OVER FOUR YEARS FOR ZONE 3

INCREASES OVER LAST CONTRACT CYCLE:

\$1.60/\$1.10/\$1.10 (2012 - 2017)

\$2.40/\$2.40/\$1.45 (2018 - 2022)

ESTIMATED AVERAGE GAIN PER FULL TIME OFFICER OVER THE COURSE OF THE CONTRACT
(WAGES ONLY): **\$4,331.31**

ESTIMATED COMBINED COST TO EMPLOYERS OVER THE COURSE OF THE CONTRACT (WAGES
ONLY): **\$7,366,665.67**

LIFE INSURANCE INCREASE FROM \$5K TO \$15K

OFFICERS FORMERLY WORKING IN ZONE 1 TIER 2 (NOW IN ZONE 1) GET A 15% INCREASE
IN EMPLOYER-PAID CONTRIBUTION TO HEALTHCARE PREMIUM --NOW 95%

HEALTHCARE RE-OPENER IN SEPTEMBER 2018

SENIORITY IMPROVEMENTS:

PRIORITIZED OVERTIME SCHEDULING

PROTECTION FROM MANDATORY OVERTIME

IMPROVED LANGUAGE FOR TRANSFERS & ADVANCEMENTS

GUARANTEED PAY FOR WRONGFUL SUSPENSIONS

ESTABLISHED A MINIMUM OF \$.25 PREMIUM PAY FOR LEADS ACROSS THE INDUSTRY

MICROSOFT EXCLUSION REMOVED (CAN NOW ORGANIZE 400 NEW OFFICERS)

VACATION IMPROVEMENTS:

3 WEEKS VACATION FOR OFFICERS AFTER 10 YEARS EMPLOYMENT (PREVIOUSLY 12 YEARS)

NEW 4 WEEKS VACATION FOR OFFICERS AFTER 17 YEARS EMPLOYMENT

3 DAYS REQUIREMENT FOR RESOLVING WAGE & HOUR ISSUES

HOLIDAY IMPROVEMENTS:

PROTECTIONS FROM BEING RESCHEDULED WHEN YOUR BUILDING IS CLOSED

PROTECTIONS FROM CLIENT REQUESTS FOR REMOVAL:

REQUESTS IN WRITING MUST BE PROVIDED TO OUR UNION

UP TO 6 DAYS SICK LEAVE PER YEAR FOR OFFICERS WORKING OUTSIDE OF SEATTLE



WHOSE VICTORY? OUR VICTORY!