

SEIU6 JANITORS KING COUNTY MASTER AGREEMENT JULY 1, 2024 - JUNE 30, 2028

Contract Highlights

STRONGER SENIORITY RIGHTS

Definition of seniority will be unionwide rather than by company or site

SENIORITY RIGHTS FOR RECALLS

Any member who is laid off maintains a right to recall for 90 days. Available positions will be offered based on seniority.

MEDICAL LEAVE RETURN TO WORK

Members who return from protected medical leave can provide employer with authorization for leave upon return to work.

WAGE DISCREPANCY PAYOUTS

When a wage discrepancy is settled, employer will pay missing wages within 3 business days.

NEW PAID HOLIDAY

Martin Luther King Jr. Day will be a paid holiday beginning 2026

NEW TRAINING FUND

\$0.03 per hour towards training fund starting 2028.



Contract Highlights



WAGE GROUPS CONDENSED

- Group A now includes Seattle, Bellevue (+ Microsoft), and SeaTac
- Group B is rest of King County
- Removed Group C

INCREASES EFFECTIVE 7/1/24

\$.25 - Less than 5280 hours

\$.50 - 5280 hours and more

\$.45 - 10yrs and up* (previously \$.25 at 15 years)

**\$.75 - maintain 100% Employer Paid Medical
(\$ 6.36 per hour)**

JANUARY 1ST RAISES (YEARLY)

*Raises now tied to annual cost of living increases (CPI-W) in Seattle + King County. Workers with less than 5280 hrs will only receive the cost of living increases.

	2025	2026	2027	2028
GROUP A (Journey person 5280 hours and more)	\$1.00	\$1.00	\$1.00	\$1.00
GROUP B (Journey person 5280 hours and more)	\$.65	\$.65	\$.65	\$.65

THIS CONTRACT WAGE SCALE WILL BE UPDATED EVERY OCTOBER TO REFLECT THE MINIMUM WAGE IMPACT