

DOC

Interest Arbitration Award



WASHINGTON FEDERATION OF STATE EMPLOYEES | AFSCME COUNCIL 28

After several months of bargaining and a week-long arbitration, the arbitrator's decision is in.

All DOC employees will get the 6% COLA over the life of the 2019-2021 Contract in addition to the base pay increases set out below awarded by the arbitrator.

Article 42 Compensation for 2019-2021

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|-----------------------------------|--|
| Community Corrections Assistant | Increase 3 ranges to Range 39CC |
| Community Corrections Specialist | Reallocate to Corrections Specialist 4 |
| Corrections and Custody Officer 2 | Increase 4 ranges to Range 50. |
| Corrections and Custody Officer | Increase 4 ranges to Range 54 |
| Corrections Specialist 4 | New position at Range 61 |

Other Article 42 Compensation in General Government Contract 2019-2021

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|-----------------------|-------------------------------|
| Secretary Senior | Increase 2 ranges to Range 35 |
| Office Assistant 3 | Increase 3 ranges to Range 34 |
| Office Assistant Lead | Increase 3 ranges to Range 36 |

Our union OPPOSED the new Corrections Specialist 4 classification.

Creation of a classification is a management right & is not negotiable.

The arbitrator based her decision on recruitment and retention data and felt the interest arbitration award in 2016 provided significant job class specific raises. These significant raises helped address the recruitment and retention issues in DOC. This is why she did not address raises this time. Our union presented evidence about changes in duties but management denied this at arbitration. The decision is final and binding.

- Fought off management attempt to limit transfer to every 5 years.
- Won Taser & Verbal Tactics instructor \$15/HR assignment pay - Appendix P.

