

ATTACHMENT 4

Schneider, Kristine

From: O'Connell, Maureen
Sent: Monday, July 18, 2005 3:27 PM
To: Schneider, Kristine
Subject: FW: Tentative agreement with WPEA

-----Original Message-----

From: Overson, Eric
Sent: Monday, July 18, 2005 10:45 AM
To: O'Connell, Maureen
Subject: FW: Tentative agreement with WPEA

-----Original Message-----

From: Ross, Nicole
Sent: Tuesday, September 21, 2004 4:37 PM
To: DOR DL DCM
Subject: Tentative agreement with WPEA

This information is not to be dispersed to staff. It is for your information only.

WPEA has a tentative agreement posted on their website. Our staff will likely, if not already, be reading it.

As managers/supervisors we are not to answer questions about the agreement that our staff may have. If your staff have questions about the tentative agreement, please refer them to WPEA.

As managers we are not to offer our opinions to staff about the agreement. It would be best not to discuss it with staff at all.

← *SEG RCW 41.80.110(3)*

For your information only, here are a couple of items of interest in the agreement:

- The contract is between WPEA and the entire unit i.e. DOR, DRS, WSP, LCB, F&W, and DNR.
- The contract will be ratified, or voted on, by members very soon.
- Employees must be a paying member to vote.
- There is a Union Security Clause - All employees will pay union dues (called an agency shop) once it is ratified.
- One article gives a pay increase to staff of 3/2% on July 1, 2005 and a second smaller increase the next year
- The contract is voted on as a whole, not article by article
- Our current CBA is valid until July 1, 2005.
- Training will occur for us as soon as HR can get it up and running

Again, this is a tentative agreement and still needs to be voted on. This is also a different way of doing business for us, so when in doubt, call your RCM or myself.

If anyone has questions, please call.

Nicole D. Ross
Washington State Department of Revenue
Compliance Division
(360)725-7301

*COMPLIANCE EMAIL TO SUPERVISORS
CLEARLY SHOWS ONLY WPEA DOES, PAYING MEMBERS
COULD VOTE. DOR HR KNEW OF ALL VOTE AGREEMENT.*

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