

2019-2020
PUBLIC SCHOOL EMPLOYEES MAINTENANCE & OPERATIONS
Bargaining Highlights and
Tentative Agreements
2 Year Contract
September 1, 2020 - August 31, 2022



Tentative Agreement Reached: October 21, 2020

PSE Voted to Ratify

November 5, 2020

Number of Bargaining Sessions: 11 (July-October)

Number of Bargaining Members: 17 (PSE and District)

Number of Bargaining Issues: 17

PSE Maintenance & Operations

PSE M&O represents the following employee groups:

- Custodians
- Maintenance
- Food Services
- Transportation Mechanics
- Security
- Technology



COMPENSATION

Year 1: (effective 9/1/2020)

- **4.0% to 12.0%** depending on classification to average (inclusive of 1.6% IPD)

Year 2: (effective 9/1/2021)

- **6%** (inclusive of IPD)

Leave Provisions

- **Added Paid Sick Leave** mandated by Washington state law to provisions for Substitutes
- **Added Family Care Leave and Paid Family Medical Leave** per RCW to employee leaves

Janus Decision / Engrossed Senate Bill 6229

- Contract language revised due to the Janus decision by the Supreme Court stating government unions may no longer require public employees pay union fees as a condition of employment.
- Per Engrossed Senate Bill 6229, the district will notify union leadership of new employees; new employees and union leadership will be provided 30 minutes orientation.

Insurance

- Contract language revised to recognize benefits under the School Employees Benefits Board (SEBB)

Other Compensation/Benefits

- Transportation Mechanics: increased the reimbursement for purchase of new & replacement tools and properly rated boots from \$500 annually to **\$1,000 annually**
- **New!** Reimbursement:
 - Maintenance: **\$250 annually** for work-related clothing
 - Food Services: cost of food handler's card renewal **\$10 every two years**

Other Compensation Benefits

- **New!** Stipends:
 - Large Campus Head Custodians (MVHS & Mt Baker/ Commons): **\$2,000 annually**
 - Wood Floor Refinishing: **\$500 annually**
 - License/Certifications (ASE, Electrician, Refrigeration, HVAC, Plumbing, Pesticide, NICET Fire Alarm): **\$1,000 annually**

Security Officers

- Agreement to meet with security staff to plan/implement security staff training and revise job descriptions during the 2020-2021 school year

