

**Item 978**  
2017-05-01

**Lake Washington Institute of Technology  
Adoption of Lake Washington Institute of Technology Federation of Classified  
Employees Local No. 4787  
Collective Bargaining Agreement**

First Reading

**Situation**

The Lake Washington Institute of Technology Federation of Classified Employees Local No. 4787 represents the classified staff on campus. The current bargained agreement expires on June 30, 2017.

The College and the Union actively engaged in collective bargaining from October through April 2017 primarily using interest-based bargaining practices that promote in-depth discussion, shared data gathering, and creative solutions to reach consensus on issues that meet each other's interests. Substantive bargaining on the contract was concluded on April 17th and the union membership will ratify the contract in May prior to the Board approval at the June meeting. A redlined and final version is presented for first reading.

The proposed agreement provides for:

- A 3 year contract effective July 1, 2017.
- Article 3 – Management Rights (Section 3.1; added clarification)
- Article 6 – Probation (Section 6.1; 6.2; 6.3)
- Article 7 – Work Year (Added Section 7.4)
- Article 12 – Reclassification (Sections 12.1; 12.2; 12.3; 12.4; 12.5)
- Article 13 – Leaves (Section 13.1; Section 13.6)
- Article 16 – Discipline (Sections 16.1; 16.2; 16.3; 16.4)
- Article 17 – Discharge (New Article)
- Article 23 – Conditions of the Agreement (Section 23.4)
- Delete MOU B – (Transition Language for new academic calendar)

The changes to this agreement are cost neutral.

With implementation scheduled for July 1, this agreement is being presented to the Board for first reading. The agreement are being reviewed by Janetta Sheehan, AAG from the Labor and Personnel Division.