

Comparison of selected Articles from 2007-2009 Union Contracts and unrepresented employees [edited for space].

	% dues	Exchange time	Aviation insurance	OT exempt work on holidays & hazard pay	Alternate work schedules	Union activities	COLAs, raises & health care
WAFWP Washington Association of Fish and Wildlife Professionals An independent and unaffiliated union representing WDFW employees exclusively.	0.9%	overtime exempt employees will accrue exchange time for hours worked in excess of the normal 40 hour workweek.	WDFW required to provide insurance for bargaining unit employees unscheduled aircraft flights in the amount of \$100,000 for death and the present rate for dismemberment.	Time and one-half for all hours worked on a holiday regardless if you are overtime eligible or OT exempt. WAFWP contract allows base pay plus 4 pay ranges while engaged in low level flight operations and chem. immobilization using class B drugs	Employees may request adjustments to their regular schedule and supervisors will consider adjusting work hours during a workday or workdays during a workweek. Workweeks and work shifts of different numbers of hours may be established for overtime-eligible employees in order to meet business and customer service needs.	The state agrees to release with pay all designated job representatives for a bona fide training by the Union, for 2 days per fiscal year. WAFWP members shall be allowed to attend one general membership meeting on duty per fiscal year.	All union members keep the 1.6% COLA from the last contract; All union members will receive 3.2% COLA July 1, 2007; and 2% COLA July 1, 2008; and 2.5% step L for those at the top of step K; and Pay raises for those positions that were found to be below 25% of market comparables according to the DOP salary survey. Unions members will maintain the
WPEA/PRO-S Washington Public Employees Association affiliate of United Food & Commercial Workers Local 365. The WDFW chapter of WPEA is called PRO/S. Chapter has one vote in WPEA.	1.2%	overtime-exempt employees are authorized to receive exchange time at the rate of equal hours off for hours worked above 45 hours in a workweek.	Employer agrees to provide aviation in the same manner and amount provided to other employees of the agency.	The salary paid to overtime-exempt employees is full compensation for all hours worked. No additional pay for flights or chem. Immobilization drugs	Workweeks and work shifts of different numbers of hours may be established for overtime eligible employees by the Employer in order to meet business and customer service needs, if the alternate work schedules do not result in overtime. An employee may request different workweeks and work shifts.	Union-designated employees may be allowed time off without pay to attend union-sponsored meetings, training sessions... The employee's time off will not interfere with the operating needs as determined by mgmt.	88/12 cost share of health care. State pays 88%, employee pays 12% And Union members will receive a one time reimbursement on July 1, 2007 of \$756 for under payment of their health care costs.
WFSE Washington Federation of State Employees affiliate of AFSCME commonly called "the Federation" an affiliate of the AFL-CIO.	1.37%	overtime-exempt employees' will accrue exchange time for extraordinary or excessive hours worked.	None provided	An OT-exempt employee whose Employer requires work on a holiday will be paid at an additional rate of 1 1/2 times the employee's salary for time worked. No additional pay for flights or chem. Immobilization drugs	Alternate Work Schedules Workweeks and work shifts of different numbers of hours may be established for overtime-eligible employees by the Employer in order to meet business and customer service needs.	Union-designated employees may be allowed time off without pay to attend union-sponsored meetings, training sessions, The employee's time off will not interfere with the operating needs as determined by mgmt.	
Unrepresented employees	N/A	Determined by the Agency	N/A	No holiday OT for OT-exempt employees & no hazard pay	Agency will decide your schedule	N/A	Legislature will decide COLAs, raises & HC costs

