

AGREEMENT BY AND BETWEEN

LAKE WASHINGTON INSTITUTE OF TECHNOLOGY
DISTRICT 26

AND THE

INTERNATIONAL UNION OF OPERATING
ENGINEERS LOCAL NO. 302

EFFECTIVE JULY 1, 2019 THROUGH JUNE 30, 2022

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Appendix A: Employee Monthly Salaries and Hourly Rates

Monthly Salary and Hourly Rate Schedule Effective July 1, 2020

Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Utility Worker	Monthly	2958	3003	3047	3091	3138	3187	3235	3281	3339	3462	3635
	Hourly	17.00	17.26	17.51	17.76	18.03	18.32	18.59	18.86	19.19	19.90	20.89
Custodian	Monthly	3288	3337	3386	3435	3488	3539	3593	3646	3700	3823	4014
	Hourly	18.90	19.18	19.46	19.74	20.05	20.34	20.65	20.95	21.26	21.97	23.07
Shipping/ Receiving Technician	Monthly	3559	3613	3668	3722	3779	3835	3892	3954	4007	4131	4338
	Hourly	20.45	20.76	21.08	21.39	21.72	22.04	22.37	22.72	23.03	23.74	24.93
Head Shipping/ Receiving Technician	Monthly	3640	3692	3747	3803	3858	3917	3975	4036	4090	4213	4425
	Hourly	20.92	21.22	21.53	21.86	22.17	22.51	22.84	23.20	23.51	24.21	25.43
Head Custodian	Monthly	3603	3659	3712	3768	3819	3878	3936	3997	4050	4173	4381
	Hourly	20.71	21.03	21.33	21.66	21.95	22.29	22.62	22.97	23.28	23.98	25.18
Maintenance Custodian/Safety Technician	Monthly	3603	3659	3712	3768	3819	3878	3936	3997	4050	4173	4381
	Hourly	20.71	21.03	21.33	21.66	21.95	22.29	22.62	22.97	23.28	23.98	25.18
Groundskeeper	Monthly	2958	3003	3047	3091	3138	3187	3235	3281	3339	3462	3635
	Hourly	17.00	17.26	17.51	17.76	18.03	18.32	18.59	18.86	19.19	19.90	20.89
Head Groundskeeper	Monthly	4568	4633	4705	4774	4840	4918	4989	5067	5120	5244	5505
	Hourly	26.25	26.63	27.04	27.44	27.82	28.26	28.67	29.12	29.43	30.14	31.64
Building Equipment Mechanic	Monthly	4832	4906	4981	5053	5129	5201	5281	5360	5416	5541	5815
	Hourly	27.77	28.20	28.63	29.04	29.48	29.89	30.35	30.80	31.13	31.84	33.42
Head Building Equipment Mechanic	Monthly	5191	5262	5338	5408	5479	5560	5639	5721	5774	5900	6195
	Hourly	29.83	30.24	30.68	31.08	31.49	31.95	32.41	32.88	33.18	33.91	35.60

[Rounding may cause slight discrepancies to the hourly rates; each should reflect the whole dollar monthly amount divided by 174, which is the PPMS calculation for hourly rates for extra hours and over time calculations.]

Section A1

The College may place new employees at either Step 1 or 2 of the Monthly Salary Schedule dependent upon experience and training as verified by the Executive Director of Human Resources.

Section A2

Employees designated a lead consistent with Section 14.8 shall be paid a stipend between \$75.00 - \$250.00 per month, pro-rated based on full-time employment and start or end of assignment as approved by the supervisor.

Section A3

Step 11 (Longevity Step) will be provided in the following year upon completion of five years at Step 10.

Section A4

Shift Differential will be provided based on the assigned shift

First Shift	Start Time:	4:00AM-8:00AM	Regular Pay (No Shift Differential)
Second Shift	Start Time:	12:00PM-4:00PM	Second Shift \$.35 per hour above base schedule
Third Shift	Start Time:	8:00PM-12:00AM	Third Shift \$1.50 per hour above base schedule

Section A5

All employees that worked full time of at least 50% or more for the past year and is on steps 1-8 as of July 1, 2016 will receive an additional one-time one step movement effective July 1, 2016.

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Monthly Salary and Hourly Rate Schedule Effective July 1, 2020

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Effective July 1, 2020

Appendix B Approved In-service Courses

Professional development activities are supported by the College, Union, and the Western Washington Stationary Engineers Training Trust. Course completion and competency attainment may lead to journey level certification.

Questions related to the employee growth plan should be referred to the employee's immediate supervisor. Employees interested in pursuing journey level certification should contact the shop steward or the Union's Director of Training at www.iuoe286.org.

General Courses for Any Classification

The following courses or the equivalent are recommended professional development for all employees by the College and the Union:

- Building/ Equipment/ Personal Safety and Certification
- Building Emergencies
- Computer Literacy
- Conflict Resolution
- Safe Driving
- Hazmat
- Basic Electrical
- Fire Extinguisher Maintenance
- First Aid/CPR
- Lock Out/ Tag Out
- Supervision

Part A Custodial Training Courses

The following courses or the equivalent are recommended professional development for custodians by the College and the Union:

- General Building Maintenance and Facility Care
- Blue Prints/Schematics
- Basic Locksmith
- Boiler License Course
- HVAC/Refrigeration License and Courses

Part B Building Equipment Mechanic Training Courses

The following courses or the equivalent are recommended professional development for building equipment mechanics by the College and the Union:

- HVAC/ Refrigeration License and Courses
- Electrical Courses
- Building Controls
- Mechanical and Plumbing Systems
- Blue Prints/Schematics
- Basic Locksmith
- Boiler License Course
- CFC Recovery

Part C Groundskeeper Training Courses

The following courses or the equivalent are recommended professional development for groundskeepers by the College and the Union:

- Pesticide/ Herbicide/Public Applicators Certification
- Irrigation
- Back Flow Certificate
- Grounds Equipment Maintenance

Part D Shipping/ Receiving Technician Courses

The following courses or the equivalent are recommended professional development for shipping/receiving technicians by the College and the Union:

- General Building Maintenance and Facility Care
- Controlling Building Safety Hazards
- Mechanical and Plumbing Systems
- Basic Locksmith
- Accounting
- Materials Management Courses (APICS)

Part E Utility Worker and Maintenance Custodian Courses

Recommended professional development for these classifications are found in a combination of each of the other classifications; e.g., custodial, building maintenance, grounds, and shipping/receiving.

Part F Safety and Security Courses

The following courses or the equivalent are recommended professional development for safety and security technicians by the College and the Union:

- Clery Act
- Emergency Management
- Safety and Security Practices