

Non-Economic Proposal (2)

Article IV  
Job Classifications and Definitions


4.1.1 **Unit Supervisors:** APD who are appointed by the Public Defender to attend Judicial and other meetings, be a mentor to other APDs, fill in for leaves, ensure unit runs smoothly and other assigned tasks in the misdemeanor, juvenile delinquency, or felony department of the Spokane County Public Defender. Unit Supervisors will have a reduced case load in order to accomplish Unit Supervisor duties. Management retains the discretion to determine an appropriate number of Unit Supervisors consistent with WSBA standards. Such positions shall be allocated to 50% caseload and 50% lead/supervisory duties. ~~Supervisor positions shall be for twenty-four months which may be extended by an additional twelve months by mutual agreement~~ assignment is at the discretion of the Director. Absent cause, at least thirty (30) days notice will be provided to the employee prior to the start or end of the assignment.

**\*\*TENTATIVE AGREEMENT REACHED ON:** 7/21/2021

FOR THE UNION:

  
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FOR THE COUNTY:

  
\_\_\_\_\_

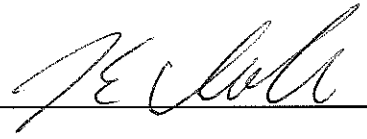
Non-Economic Proposal (4)

**Article VI**  
**Union/Management Relations**

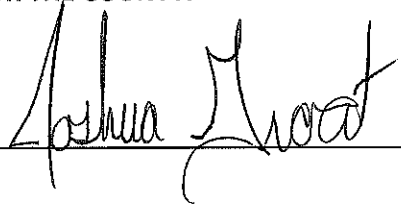
6.3 K. Determine the need for and the method of scheduling, assigning, authorizing and approving ~~overtime~~;

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**FOR THE UNION:**

  
\_\_\_\_\_

**FOR THE COUNTY:**

  
\_\_\_\_\_

Non-Economic Proposal (10)

**Article XVI**  
**General Provisions**

16.2.2 For APDs who are ~~part-time or in a job share situation~~, seniority accrues at the same percentage of time that an APD works. Department Seniority starts accruing from the first paid actual work date as an attorney for the Spokane County Public Defender's Office as determined by payroll. Employer shall provide a seniority list to the union 30 days from the date of this contract, to be updated yearly. Prior broken service within the Public Defender's Office shall be used in cases of the same starting work date to determine the senior employee. If the start dates are still the same for one or more APDs seniority will be determined by County Employment Seniority and if still tied then by a coin toss.

\*\*TENTATIVE AGREEMENT REACHED ON: \_\_\_\_\_

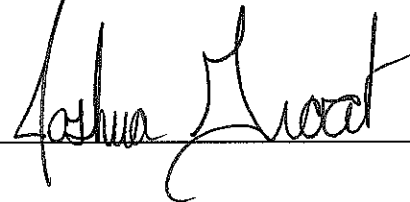
7/21/2021

FOR THE UNION:



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FOR THE COUNTY:



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Non-Economic Proposal (11)

**Article XVIII**  
**Lockouts and Strikes**

~~18.1 Lockouts: No lockouts of APOs shall be instituted by the employers during the terms of \_\_\_\_\_ this \_\_\_\_\_ Agreement.~~

~~18.2 Strikes: No strikes, slowdowns, or disruptions of work of any kind shall be caused or sanctioned by the Union during the term of the Agreement.~~


A. The parties agree that there shall be no lock out or suspension or disruption of work through any complete or partial stoppage of work, boycott, concerted action, demonstration, picketing, bannering, refusal to do reasonably assigned work, shutdown, slowdown, or any other similar actions or conduct whatsoever which causes, might cause, or results in interference with or in any way disturbs the normal operation of any Spokane County owned location.

B. The County shall have the right to discharge or discipline any employee participating in any activity in contravention of this Article, including any strike, slowdown or other suspension of work; and the Union agrees not to oppose such action. However, it is understood that the Union shall have recourse to the Grievance Procedure as to matters of fact in the alleged action of such employee.

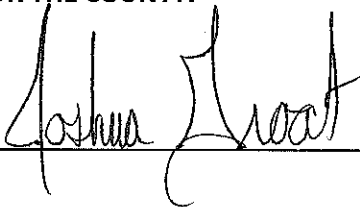
C. In the case of any activity in violation of this Article, including strike, slowdown or other suspension of work not authorized by the International Union, the Local Union, or any of their officers, the County agrees that neither the International Union, the Local Union nor their officers shall be liable for damages, provided that the Union shall promptly and in good faith uses every reasonable means at its disposal and in good faith use every reasonable means at its disposal to bring about an immediate end to the conduct.

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FOR THE UNION:

  
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FOR THE COUNTY:

  
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