



MEMO TO: County Council Members
CC: Satpal Sidhu, County Executive
Kayla Schott-Bresler, Deputy Executive
Deborah Arthur, Deputy Executive/A.S. Director
FROM: Shara Struiksma, Human Resources Representative
DATE: June 11, 2026
SUBJECT: IBU/MMP CBA 2026-2028

The County and Union bargaining teams reached a tentative agreement on a three-year successor collective bargaining agreement beginning January 1, 2026 which the Union ratified. This union represents our Lummi Island ferry operations in the Public Works Department.

Summary of significant changes:

Wages

- 2026 – 2.75%
- 2027 – 2.00%
- 2028 – 1.50%

County Monthly Medical Contribution (consistent with other groups)

- 2026 - \$1,621 (actual cost)
- 2027 – up to \$1,751
- 2028 – up to \$1,891

Compensatory Time Maximum

Employees may accrue compensatory time in lieu of paid overtime. Maximum accumulation of compensatory time was reduced from 126 hours to a maximum of 24 compensatory hours per calendar year. Additional compensatory time may be mutually agreed to, but an employee may accrue no more than a maximum of 80 hours of compensatory time at any one time. Language is consistent with the Compensatory Time accrual for the Master Collective Bargaining Agreement.

Exchange Time

Employees have historically been able to elect the ninth and tenth hour of their shift as compensatory time. These hours may now be taken as Exchange Time to a maximum of 150 hours per calendar year. Exchange time is a straight time leave that can be utilized to cover future shifts.

Foul Weather Gear

Reimbursement for foul weather gear increased from \$150 to \$300 and is inclusive of appropriate footwear.

Should you have any questions, I am available by email at sstruiks@co.whatcom.wa.us or at extension 5307.