



MEMO TO: County Council Members

CC: Satpal Sidhu, County Executive
Tyler Schroeder, Deputy Executive

FROM: Donnie LaPlante, Human Resources Associate Manager

DATE: December 29, 2022

SUBJECT: 2023-2025 WA MMP/IBU Collective Bargaining Agreement

We are pleased to have bargained a three-year successor Collective Bargaining Agreement with the International Organization of Masters, Mates and Pilots, and Inlandboatmen's Union of the Pacific, consistent with budget authority.

Highlights are summarized below:

Wages

2023 – 6%, 2024 – 4%, 2025 – 3%

Wage increase for On-Call and Regular Relief employees, with elimination of middle wage tier

Benefits

Move MMP employees to WCIF 200 Plan with annual County premium contribution increases of up to 5%

Vacation

Increase accrual of new employees to match MCBA and other CBAs

Allow annual cash out of up to 40 hours to match MCBA and other CBAs

Holidays

Addition of Juneteenth

Premium/Stipend

Increase longevity pay from \$35 to \$40 per month base longevity, and increasing value of additional years of service from \$7 to \$10, and increasing the max longevity award from \$161 to \$220

Realignment

Modify position realignment language to match that of the MCBA

**WHATCOM COUNTY
ADMINISTRATIVE SERVICES**



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