

**WHATCOM COUNTY
ADMINISTRATIVE SERVICES**



HUMAN RESOURCES

County Courthouse
311 Grand Avenue, Suite #107
Bellingham, WA 98225-4038
(360) 676-6802
hr@co.whatcom.wa.us

Karen Sterling Goens
Manager

TO: Councilmembers Rud Browne, Barry Buchanan, Tyler Byrd, Todd Donovan, Ben Elenbaas, Carol Frazey, and Kathy Kershner

CC: Satpal Sidhu, County Executive

FROM: Nan Kallunki, HR Associate Manager

DATE: February 13, 2020

SUBJECT: International Organization of Masters, Mates and Pilots and the Inlandboatmen’s Union of the Pacific Collective Bargaining Agreement Effective January 1, 2020 through December 31, 2022

The International Organization of Masters, Mates and Pilots (MMP) and the Inlandboatmen’s Union of the Pacific (IBU) jointly represent employees who operate the Whatcom Chief ferry. The MMP positions include the Senior Master, Master/Engineer, and Master; the IBU positions include the Purser/Deckhand and Deckhand.

The Union and the County management bargaining teams met December 3-4, 2019 and January 22-23, 2020 to negotiate a successor agreement to the one that expired December 31, 2019. The County bargaining team consisted of myself, attorney Kimberly Geariety, Randy Rydel, Public Works Financial Services Manager, and Bea Acland, HR Representative. The parties reached agreement on January 23, 2020; the unions ratified on February 3, 2020.

The County negotiating team is pleased to have settled within authority consistent with the wage and medical benefit package offered for other non-interest arbitration bargaining unit employees. Below is a summary of key changes included in the new agreement:

Contract Term	Agreement
DURATION	January 1, 2020 through December 31, 2022
COMPENSATION	January 2020 +2.0% July 2020 +1.0% January 2021 +2.5% January 2022 +1.25%
HEALTH AND WELFARE	Plan year 2020-2021, full family medical coverage provided by the County’s self-insured medical plan. County contribution of \$1,362 per month in 2020 and \$1,397 per month in 2021. There will be a limited contract reopener to negotiate 2022 medical plan and premium contribution.

Contract Term	Agreement
HOURS OF WORK AND OVERTIME	<p>Clarified overtime threshold for on-call employees. Standardized overtime rate to be paid in increments of 15 minutes.</p> <p>New provision defines compensation for employees called back to work after operating hours.</p>
UNION SECURITY	Deleted requirement that union membership is condition of employment, modified timing for dues, added requirement for County to notify union of new bargaining unit employees.
SCOPE	Add provision for hiring seasonal temporary employees.
STATE PAID FAMILY AND MEDICAL LEAVE	Premiums for new State paid Family and Medical Leave shared between County and employees pursuant to rates established by statute.
MAINTENANCE AND CURE	<p>Daily compensation now tied to 36% percentage of employee wage rather than flat amount of \$90.</p> <p><i>[Note: Maintenance and cure is a wage substitute for injured seamen for medical care and a daily living allowance similar to workers compensation.]</i></p>
SICK LEAVE	Multiple changes to comply with new Washington Paid Sick Leave law.
HOLIDAY PAY	Eliminates confusion about how regular, regular relief, and on-call employees are paid for working on a holiday.
NUMBER OF MEMBERS	MMP = 3; IBU = 9