



MEMO TO: County Council Members
CC: Satpal Sidhu, County Executive
Kayla Schott-Bresler, Deputy Executive
FROM: Donnie LaPlante, Human Resources Associate Manager
DATE: December 2, 2024
SUBJECT: AFSCME Collective Bargaining Agreement, 2025

The County and Union bargaining teams began meeting in August of 2024 to negotiate a successor agreement to the 2022-2024 collective bargaining agreement. Both bargaining teams worked diligently through this process and reached a tentative agreement on a one-year rollover on November 15, 2024. A one-year rollover was desired by both teams, given the uncertainty around potential changes in the coming years with Public Defense in Washington State. The proposal was ratified by the bargaining unit on December 2, 2024.

We are pleased to have reached a one-year agreement for the approximately 22 employees represented across the County by this agreement.

Summary of significant changes:

Wages

2025 – 3% (tied to the wage increase of the unrepresented Deputy Prosecuting Attorneys)

Medical Coverage Contribution

2025 – the actual premium cost of \$1,512

2026 – in absence of successor agreement, up to \$1,588

Should you have any questions, I am available by email at dlaplant@co.whatcom.wa.us or at extension 5306.