



**Karen Sterling Goens**  
Manager

**MEMO TO:** Councilmembers Barbara Brenner, Rud Browne, Barry Buchanan, Tyler Byrd, Todd Donovan, Carol Frazey, and Satpal Sidhu

**CC:** Jack Louws, County Executive

**FROM:** Nan Kallunki, HR Associate Manager

**DATE:** April 23, 2019

**SUBJECT:** Teamsters Local 231 – Master Collective Bargaining Agreement 2019-2020

The County and Union bargaining teams began meeting in October of 2016 to negotiate a successor agreement to the 2017-2018 bargaining agreement for employees represented by Teamsters Local 231 and covered by the Master Agreement. There were twelve bargaining sessions followed by two mediation sessions facilitated by a mediator assigned by PERC (Public Employment Relations Commission). Both bargaining teams worked diligently through this process and reached a settlement agreement on March 5, 2019. The proposal was ratified by the bargaining unit on April 1, 2019.

The successor collective bargaining agreement represents 453 employees throughout the County and includes Administrative Services, the Elected Offices, the Courts staff, clerical staff in the Health Department, Parks & Recreation, Planning, Public Defender, Public Works, clerical staff in the Sheriff’s Office, and clerical staff in the WSU Extension office. The agreement is effective April 23, 2019 through December 31, 2020.

We are pleased to have reached an agreement consistent with budget authority.

Below is a summary of the significant changes included in the new agreement:

<b>Contract Terms</b>	<b>Agreement</b>
DURATION	April 28, 2019 through December 31, 2020
COMPENSATION	January 2019 – <b>2.5%</b> [retroactive to January] January 2020 – January <b>2.0%</b> July <b>1.0%</b>  Combined longevity steps into last wage step. Deleted Promotion and Reclassification Step Placement process.
NUMBER OF MEMBERS	<b>453</b> (budget authority is 476)

Contract Terms	Agreement
HEALTH AND WELFARE	<p>Medical coverage is provided through the Washington Teamsters Health &amp; Welfare Trust.</p> <p>Plan year 2019 County will contribute <b>\$1,232.50</b> per employee per month.</p> <p>Plan year 2020, County will contribute up to <b>\$1,313.00</b> or actual costs, whichever is less.</p>
STATE PAID FAMILY AND MEDICAL LEAVE	<p>Premiums for new State Paid Family and Medical Leave shared between County and employees pursuant to rates established by statute.</p>
UNION SECURITY AND RECOGNITION	<p>No longer a condition of employment to join union or pay union dues.</p>
AUTHORIZATION FOR INITIATION FEES AND DUES	<p>Employees may revoke union membership and payment of union dues.</p> <p>County provides union representatives reasonable access to meet with new hires during work time for 30 minutes.</p>
SICK LEAVE	<p>Multiple changes to many sections to comply with the New Paid Sick</p> <ul style="list-style-type: none"> <li>• Verification of Absence</li> <li>• Notification to Supervisor</li> <li>• Paternity Leave – Removed 40 hour restriction.</li> <li>• Compassionate Leave Sharing replaced by Leave Sharing. Employees can donate up to 24 hours of sick leave and 24 hours of vacation to employees eligible to receive donations.</li> </ul>
EXCESS SICK LEAVE	<p>A portion of sick leave over 960 hours is contributed to deferred compensation account rather than Retirement Health Savings accounts.</p>
WORK SCHEDULE	<p>Added M &amp; O Crew Leader Emergency Response pay. Hours worked outside normal schedule in excess of 3 hours paid at overtime rate.</p>
JOB ASSIGNMENTS AND POSTINGS	<p>Method of posting vacant positions reflects use of new technologies.</p> <p>No time restriction for new employees to apply for vacancies within department. Must wait 6 months to apply outside department.</p>
VACATION	<p>Changed accrual rates for first 2 years. Added 2 days in first year; 1 day in second year. Accrual for 0-3 is 96 hours per year.</p>