

**WHATCOM COUNTY
ADMINISTRATIVE SERVICES**



HUMAN RESOURCES

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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: November 20, 2019

SUBJECT: Teamsters Local 231 – Corrections Bargaining Agreement 2019-2020

The County and Union bargaining teams started meeting in October of 2018 to negotiate a successor agreement to the Teamsters Collective Bargaining Agreement representing Corrections Bureau employees expiring December 31, 2018. Twelve bargaining sessions were followed by four sessions facilitated by a mediator assigned by PERC (Public Employment Relations Commission). Both bargaining teams worked diligently through this process and reached a mediated settlement agreement October 24, 2019. The proposal was ratified by the bargaining unit November 14, 2019. The management bargaining team (myself, Dan Swedlow, Doug Chadwick, and Melissa Keeley) recommend Council approval.

The successor collective bargaining agreement represents 68 employees in the Sheriff’s Office Bureau of Corrections and includes Corrections Sergeants and Corrections Deputies. The agreement would be effective January 1, 2019 through December 31, 2020.

While this was a very long process, we are pleased to have reached an agreement within budget authority.

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

Contract Terms	Agreement
DURATION	January 1, 2019 through December 31, 2020
COMPENSATION	January 2019 – January 2% ; July 1% [retroactive to January] January 2020 – January 2.15% July 1.0% Increased longevity pay within the longevity steps by steps by .002%.
NON-WAGE REIMBURSEMENTS	Added the new specialty positions of NW Transport Assigned, Crisis Response Team (CRT) and Crisis Negotiator. Premium pay for specialty positions is 3.12% of step 9 for Sergeants, and 2.6% of step 5 for Deputies. In 2021, employees are allowed premium pay for up to two special assignments.

Contract Terms	Agreement
HEALTH AND WELFARE	<p>Medical coverage is provided through the Washington Teamsters Health & Welfare Trust.</p> <p>Plan year 2019 County will contribute \$1,232.50 per employee per month.</p> <p>Plan year 2020, County will contribute up to \$1,271.00 per employee per month.</p> <p>Plan year 2021, County will contribute up to \$1,334 or actual cost, whichever is less.</p>
WORK SCHEDULE	Adopted a trial procedure for bidding shifts between the Work Center and the Main Jail. This allows employees to move between facilities.
UNION SECURITY AND RECOGNITION	No longer a condition of employment to join union or pay union dues.
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"> • Verification of Absence • Notification to Supervisor • Paternity Leave – Removed 40 hour restriction. • 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.
GENERAL CONDITIONS	References to “Lead Deputy” removed; procedure to qualify as “Acting Sergeant” clarified.
VACATION	Up to 40 hours of unused vacation in excess of 240 hours that cannot be used by January 7 because of operational needs may be cashed out upon request.
NUMBER OF MEMBERS	68