

**WHATCOM COUNTY CONTRACT
INFORMATION SHEET**

Whatcom County Contract No. _____

Originating Department:	Administrative Services
Division/Program: <i>(i.e. Dept. Division and Program)</i>	Human Resources (HR)
Contract or Grant Administrator:	Melissa Keeley, Employee Relations Manager
Contractor's / Agency Name:	Collective Bargaining Agreement between Whatcom County and Teamsters' Local 231 Corrections
Is this a New Contract? If not, is this an Amendment or Renewal to an Existing Contract? Yes <input checked="" type="radio"/> No <input type="radio"/> Yes <input type="radio"/> No <input checked="" type="radio"/> If Amendment or Renewal, (per WCC 3.08.100 (a)) Original Contract #: <u>201911022</u>	
Does contract require Council Approval? Yes <input checked="" type="radio"/> No <input type="radio"/> If No, include WCC: _____ Already approved? Council Approved Date: _____ (Exclusions see: Whatcom County Codes 3.06.010, 3.08.090 and 3.08.100)	
Is this a grant agreement? Yes <input type="radio"/> No <input checked="" type="radio"/> If yes, grantor agency contract number(s): _____ CFDA#: _____	
Is this contract grant funded? Yes <input type="radio"/> No <input checked="" type="radio"/> If yes, Whatcom County grant contract number(s): _____	
Is this contract the result of a RFP or Bid process? Contract _____ Yes <input type="radio"/> No <input checked="" type="radio"/> If yes, RFP and Bid number(s): _____ Cost Center: _____	
Is this agreement excluded from E-Verify? No <input type="radio"/> Yes <input checked="" type="radio"/> If no, include Attachment D Contractor Declaration form.	
If YES, indicate exclusion(s) below: <input checked="" type="checkbox"/> Professional services agreement for certified/licensed professional. <input type="checkbox"/> Goods and services provided due to an emergency <input type="checkbox"/> Contract work is for less than \$100,000. <input type="checkbox"/> Contract for Commercial off the shelf items (COTS). <input type="checkbox"/> Contract work is for less than 120 days. <input type="checkbox"/> Work related subcontract less than \$25,000. <input type="checkbox"/> Interlocal Agreement (between Governments). <input type="checkbox"/> Public Works - Local Agency/Federally Funded FHWA.	
Contract Amount:(sum of original contract amount and any prior amendments): \$ _____ This Amendment Amount: \$ _____ Total Amended Amount: \$ _____	Council approval required for; all property leases, contracts or bid awards exceeding \$40,000 , and professional service contract amendments that have an increase greater than \$10,000 or 10% of contract amount, whichever is greater, except when: 1. Exercising an option contained in a contract previously approved by the council. 2. Contract is for design, construction, r-o-w acquisition, prof. services, or other capital costs approved by council in a capital budget appropriation ordinance. 3. Bid or award is for supplies. 4. Equipment is included in Exhibit "B" of the Budget Ordinance. 5. Contract is for manufacturer's technical support and hardware maintenance of electronic systems and/or technical support and software maintenance from the developer of proprietary software currently used by Whatcom County.
Summary of Scope: _____	
2021 Extension of 2019-2020 Collective Bargaining Agreement between Whatcom County and General Teamsters' Local Union 231 Corrections Deputies and Sergeants	
Term of Contract: One year	Expiration Date: 12/31/2021

- Contract Routing:
- | | |
|---|----------------------|
| 1. Prepared by: <u>Melissa Keeley</u> | Date: <u>1/28/21</u> |
| 2. Attorney signoff: <u>George Roche</u> | Date: <u>1/28/21</u> |
| 3. AS Finance reviewed: _____ | Date: _____ |
| 4. IT reviewed (if IT related): _____ | Date: _____ |
| 5. Contractor signed: _____ | Date: _____ |
| 6. Submitted to Exec.: _____ | Date: _____ |
| 7. Council approved (if necessary): _____ | Date: _____ |
| 8. Executive signed: _____ | Date: _____ |
| 9. Original to Council: _____ | Date: _____ |

**LETTER OF UNDERSTANDING
BY AND BETWEEN
WHATCOM COUNTY, WASHINGTON
AND
TEAMSTERS LOCAL 231**

This Letter of Understanding is by and between Whatcom County ("the County") and Teamsters Local 231 ("the Union") regarding the Corrections Deputies and Sergeants Collective Bargaining Agreement ("CBA") dated January 1, 2019 - December 31, 2020.

The parties have met, conferred, and bargained as required by law to extend the CBA through December 31, 2021 as follows:

The parties agree to renew all terms and conditions of the 2019-2020 CBA along with the following modifications as provided below:

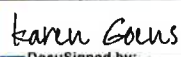
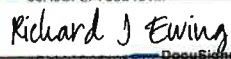
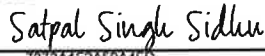
1. Effective January 1, 2021, each wage step in all ranges of the 2020 hourly matrix shall be increased by two and one-half percent (2.5%) and applicable to employees on payroll as of the date of adoption.
2. Section **6.03 Health and Welfare** will be modified as follows:
"The County agrees to make monthly contributions towards the following plans:
 - a. **Medical** – Washington Teamsters Welfare Trust Plan "B".
 - b. **Dental** – Washington Teamsters Welfare Trust Dental Plan "A".
 - c. **Vision** – Washington Teamsters Welfare Trust Extended Benefit Plan.
 - d. **Life** – Life Insurance through a carrier to be selected by the County in the amount of \$50,000.
 - e. **Waiver of Contributions** – Washington Teamsters Welfare Trust Employee 9-month Disability Waiver of Contributions Extension.
 - f. **Plan D Time Loss** – Washington Teamsters Welfare Trust Employee \$100 per week time loss."
3. Section **8.04a(1) County Contribution** will be modified as follows:
For the calendar year 2021, based on the preceding month's hours, the County shall pay the monthly premium cost of \$1,291 to fund the Washington Teamsters Welfare Trust Plan "B" and optional Plan "D" Time Loss Plan.

For the transition to WTWT Dental Plan A effective January 1, 2021, the County will pay the necessary contribution rate required to fund WTWT Dental Plan A for each member of the bargaining unit in December of 2020, based on November 2020 hours.

In the absence of a successor agreement at the end of 2021, for plan year 2022, the County shall pay up to \$1356.00 per month, or the actual cost, whichever is less, to fund the Washington Teamster Welfare Trust Plan "B" and optional Plan "D" Time Loss Plan. There shall be no dynamic status quo increase to the County's contribution rate beyond 2022. In the absence of a successor agreement at the end of 2022, the County shall continue to pay up to \$1,356.00 per month for plan year 2023 and beyond until a successor labor agreement is negotiated.

4. Section **12.05c Qualifications Standards** will be modified as follows and will be effective for newly hired employees employed after January 1, 2021 (all employees hired prior to January 1, 2021 will be grandfathered under the previous language in this section): All Deputies shall be Transportation Qualified as an essential element of their job. The parties acknowledge that the current qualification standards require Corrections Deputies to be firearms qualified by the end of their ~~probationary period~~ first 24 months of employment as a Corrections Deputy and all Corrections Deputies must maintain firearms qualification throughout employment, with the exception of Corrections Deputies designated by the Sheriff.
5. The Parties agree to continue negotiations in good faith during 2021 for a 2022 Agreement.
6. Any disputes regarding application of this LOU are subject to the CBA grievance procedure.
7. This LOU may be amended at any time with mutual agreement of the County and the Union.

The foregoing being the agreement of the Parties is in addition to such other provisions in the CBA. This Letter of Understanding shall be effective as of the date of Council approval and shall supersede any conflicting provision in the CBA.

Name	Signature	Date
Karen Goens, HR Manager	 <small>DocuSigned by: 80A0C12F7838461...</small>	1/28/2021
Rich Ewing, Teamsters Local 231	 <small>DocuSigned by: 1F388C005197472...</small>	1/29/2021
Satpal Sidhu, County Executive	 <small>DocuSigned by: 7373A1F2A59A4FD...</small>	1/29/2021

Approved as to Form:


DocuSigned by:
8C0516809882415...
George Roche, Senior Civil Deputy Prosecuting Attorney

1/28/2021

Date

Date Approved by Council: _____