

**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 Master Collective Bargaining Agreement ("CBA") dated April 23, 2019 - December 31, 2020.

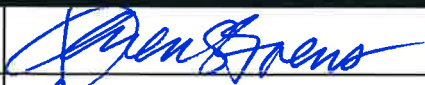
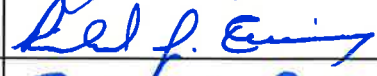

The parties have met, conferred, and bargained as required by law to extend the CBA through December 31, 2021 as follows:

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

1. Each wage step in all ranges of the 2020 hourly matrix shall remain as is (Addendum B).
2. Section **8.03 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.
4. The County is committed to mitigating the negative budgeting impacts of the COVID-19 pandemic while balancing the priority of job stability for its employees.
5. The County agrees to consider future necessary cost savings in the following order:
 - Hiring Freeze;
 - Reduction of Expenditures;
 - Furloughs and closure days; subject to good faith bargaining as required;
 - As a last resort and only if necessary, layoffs
6. The Parties agree to continue negotiations in good faith during 2021 for a 2022 Agreement.
7. Any disputes regarding application of this LOU are subject to the CBA grievance procedure.
8. During the life of this agreement, should the County provide an increase in wages to any group of employees not currently bound by a collective bargaining agreement, represented or non-represented, not including interest arbitration, the County shall apply the same wage increase to employees covered by the Teamsters Master CBA.

9. 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 Sterling Goens, HR Manager		11/22/2020
Rich Ewing, Teamsters Local 231		11-19-2020
Satpal Sidhu, County Executive		11/23/2020

Approved as to Form:



George Roche, Senior Civil Deputy Prosecuting Attorney

11/20/20

Date

Date Approved by Council: _____