



WHATCOM COUNTY CONTRACT INFORMATION SHEET (CIS)

Whatcom Co. Contract #:
202606031

Originating Department: 50 - Administrative Services	☐
Division: Human Resources	☐
Program: Collective Bargaining	☐
Contract or Grant Administrator: Melissa Keeley	
Contractor's / Agency Name: International Organization of Masters, Mates and Pilots and Inlandboatmen's Union	
Title of Agreement (optional):	

Type of Contract: Other - Collective Bargaining Agreement	
If amendment or renewal, original contract #:	
Is this is a grant agreement? No ☐	
If so, grantor agency contract #s:	ALN:
<i>Note: Complete ALN field if contract involves direct federal grants/cooperative agreements or pass-through federal funds.</i>	
Is this contract grant-funded? No ☐ If yes, Whatcom County grant contract number(s):	
If this contract the result of an RFP? No ☐ If yes, RFP number(s):	
Is this contract the result of a Bid Process? No ☐ If yes, Bid Number(s):	
Does this contract involve federal reimbursement? (i.e. fed grant, cooperative agreement, pass-through fed funds, etc.) No ☐	
Procurement method: Other - (Explain)CollectiveBargainingunderRCW41.56	
Council review: Required - Contract/bid exceeds \$75,000	

Fund(s): ☐	Original Contract Amount: \$
Cost Center(s):	This Amendment Amount: \$
Object Account(s):	Total Cumulative Amount: \$

Contract term ends: December 31, 2028
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Key words/summary (optional):

Contract routing (please initial & date):

Prepared by: Melissa Keeley

Contractor review: _____

Attorney signoff: Jesse Corkern by email 6/8/26

AS Finance review: _____

IT review (if related): _____

Contractor signed: _____

Executive review: _____

Council approval, if necessary: _____

AB#: 2026-484

Executive signed: _____

Signed by:

Faith Williams

F72285B8BB1C486...

Signed by:

Satpal Sidhu

1192C7C18B664E3...

7/6/2026

**WHATCOM COUNTY
ADMINISTRATIVE SERVICES**



HUMAN RESOURCES

Whatcom County Courthouse
311 Grand Avenue, Suite #107
Bellingham, WA 98225-4038
(360) 778-5300
HR@co.whatcom.wa.us

MELISSA KEELEY
Director

MEMO TO: County Council Members
CC: Satpal Sidhu, County Executive
Kayla Schott-Bresler, Deputy Executive
Deborah Arthur, Deputy Executive/A.S. Director
FROM: Shara Struiksma, Human Resources Representative
DATE: June 11, 2026
SUBJECT: IBU/MMP CBA 2026-2028

The County and Union bargaining teams reached a tentative agreement on a three-year successor collective bargaining agreement beginning January 1, 2026 which the Union ratified. This union represents our Lummi Island ferry operations in the Public Works Department.

Summary of significant changes:

Wages

- 2026 – 2.75%
- 2027 – 2.00%
- 2028 – 1.50%

County Monthly Medical Contribution (consistent with other groups)

- 2026 - \$1,621 (actual cost)
- 2027 – up to \$1,751
- 2028 – up to \$1,891

Compensatory Time Maximum

Employees may accrue compensatory time in lieu of paid overtime. Maximum accumulation of compensatory time was reduced from 126 hours to a maximum of 24 compensatory hours per calendar year. Additional compensatory time may be mutually agreed to, but an employee may accrue no more than a maximum of 80 hours of compensatory time at any one time. Language is consistent with the Compensatory Time accrual for the Master Collective Bargaining Agreement.

Exchange Time

Employees have historically been able to elect the ninth and tenth hour of their shift as compensatory time. These hours may now be taken as Exchange Time to a maximum of 150 hours per calendar year. Exchange time is a straight time leave that can be utilized to cover future shifts.

Foul Weather Gear

Reimbursement for foul weather gear increased from \$150 to \$300 and is inclusive of appropriate footwear.

Should you have any questions, I am available by email at sstruiks@co.whatcom.wa.us or at extension 5307.

COLLECTIVE BARGAINING AGREEMENT

By and Between

WHATCOM COUNTY



AND

**INTERNATIONAL ORGANIZATION OF MASTERS, MATES AND PILOTS,
AFL-CIO**



AND

INLANDBOATMEN'S UNION OF THE PACIFIC



January 1, 2026 – December 31, 2028

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**AGREEMENT
BY AND BETWEEN
WHATCOM COUNTY
AND
INTERNATIONAL ORGANIZATION OF MASTERS, MATES AND PILOTS, AFL-CIO
AND
INLANDBOATMEN'S UNION OF THE PACIFIC**

The rules contained herein constitute an Agreement BETWEEN WHATCOM COUNTY, hereinafter referred to as the EMPLOYER, and the INTERNATIONAL ORGANIZATION OF MASTERS, MATES AND PILOTS, AFL-CIO, and the INLANDBOATMEN'S UNION OF THE PACIFIC, Puget Sound Region, hereinafter referred to as the UNIONS, governing wages, hours and other conditions of employment for employees as classified.

RULE 1 - RECOGNITION:

1.01 Recognition. The EMPLOYER recognizes the UNIONS as the representatives of all employees as classified herein and the sole collective bargaining agency for the purpose of acting for the employees in negotiating and interpreting agreements and adjusting disputes.

RULE 2 - PREFERENTIAL HIRING:

2.01 Industry Experience Preferred. In hiring employees for work in classifications covered by this Agreement, the EMPLOYER shall prefer applicants who have been previously employed in the industry; provided any such applicant is continuously available for employment.

2.02 Applicant Selection. In the filling of vacancies in entry level positions with applicants who are not then employees of the system, the EMPLOYER may reject any applicant who is deemed unsatisfactory. Employees hired into one of the nine (9) full-time positions shall be subject to a six (6) month probation period. Probationary periods can be extended for up to six (6) months with mutual agreement by the UNION and the EMPLOYER.

2.03 Notice of New Employees. The EMPLOYER agrees to furnish the UNIONS, in writing, the names, addresses, and telephone numbers of all new employees within twenty-one (21) days of commencement of work by such employees, exclusive of weekends and holidays.

RULE 3 - SENIORITY:

3.01 Establishing Seniority. Any employee who has completed six (6) consecutive months with 120 hours or more in a calendar month of employment shall have established seniority, and the EMPLOYER agrees to maintain and provide the UNIONS at their request with updated seniority rosters showing all employees, their classifications, and their seniority dates.

3.02 Application of Seniority. Except as hereinafter limited, seniority shall be strictly and absolutely applied in the filling of vacancies, lay-offs and rehiring, promotions and demotions, and mutually agreed leaves of absence.

3.03 Promotions. In all cases of promotions, except as provided in Rule 3.03a, whenever any vacancies exist, the EMPLOYER shall offer the available position to its most senior employee; provided that such employee possesses the appropriate coast guard certification for the position and meets or exceeds the qualifications and special requirements as outlined in the appropriate job description. In the event the senior employee declines the appointment, said position shall be offered to the next most senior employee who possesses the appropriate coast guard certification and meets or exceeds the qualifications and special requirements as outlined in the appropriate job description, and so on, until the position has been accepted by one (1) or rejected by all employees as outlined above. If no crew member possesses the required certificate and qualifications outlined herein or if all qualified members have rejected the position, the position may be open to the general public.

3.03(a) Senior Master and Master/Engineer Vacancy. When a vacancy occurs in the position of Senior Master or Master/Engineer, the EMPLOYER will first consider filling the position from within the bargaining unit, provided that such employee possesses the appropriate Coast Guard certification for the position and meets or exceeds the qualifications and special requirements as outlined in the appropriate job description. The EMPLOYER will fill the position with an outside candidate only after considering the qualifications of all interested persons from within the bargaining unit. However, the EMPLOYER retains discretion to determine an applicant's qualification because of the unique nature of the position. If the position is not filled from within the bargaining unit, the EMPLOYER shall meet at the request of an affected employee to discuss the hiring decision.

3.03(b) Promotional Probation Period. The first six (6) calendar months that a newly promoted employee serves in a position to which they have been promoted shall constitute a probation period. At any time during such a probation period, the EMPLOYER shall have the right to rescind the promotion and return the newly promoted employee to the position that he held prior to the promotion. Probationary periods can be extended for up to six (6) months with mutual agreement by the UNION and the EMPLOYER.

3.03(c) Rescinded Promotion. In the event that the EMPLOYER rescinds a promotion, the position in question shall immediately be offered to the next most senior qualified employee in the employ of the EMPLOYER, who shall serve a similar six-month probationary period.

RULE 4 - STAFFING:

4.01 Staffing. In filling vacancies, the EMPLOYER may reject any employee who is unsatisfactory. If the UNIONS feel that any rejection has been unjust and has worked a hardship on the employee involved, the dispute shall be referred to and adjudicated under the provisions of RULE 11, of this Agreement.

RULE 5 - UNION SECURITY:

5.01 Union Membership. All employees covered under the terms of this Agreement may voluntarily join the labor organization that represents their position (the UNION) as a member and receive all rights, privileges and benefits of UNION membership. The EMPLOYER will neither encourage nor discourage employees from exercising their right to join the UNION or otherwise participate in UNION activities.

5.02 Payroll Deductions. For individuals who certify in writing that they authorize such deductions, Union initiation fees and monthly dues shall be deducted from the employee's payroll and remitted to the UNIONS. The payroll deduction shall begin upon hire or the pay period following receipt of the authorization form. Accompanying said monies shall be a list of employees and amounts to be credited to their account. The EMPLOYER shall forward any employee request to stop their payroll deduction to the UNIONS upon receipt.

5.03 Hold Harmless. The UNIONS and each employee authorizing the assignment of wages for payment of union dues hereby agrees that the EMPLOYER shall not be a party in any dispute BETWEEN the UNIONS and an employee arising out of the EMPLOYER'S deduction of monies for union dues; provided that the EMPLOYER has forwarded said monies to the respective union. The UNIONS and the employees involved in any such dispute agree to indemnify and hold the EMPLOYER harmless from all claims, demands, suits, or other forms of liability that may arise against the EMPLOYER as a result of the EMPLOYER deducting and forwarding to the UNIONS the sums authorized to be deducted.

5.04 New Bargaining Unit Members. The EMPLOYER will provide UNION representatives reasonable access to meet with new employees during work time for up to thirty (30) minutes within ninety (90) days of hire for the purpose of presenting UNION membership information.

RULE 6 - DISCRIMINATION:

6.01 Non-Discrimination. No employee shall be discharged, suspended or discriminated against for upholding UNION principles and any employee working under instruction of the UNION or who serves on a committee may do so without losing their position for such activity. There shall be no discrimination against any individual employee of the EMPLOYER or member of the labor organization with whom the EMPLOYER has a bona fide collective bargaining agreement with respect to the hire, tenure, compensation or other terms and conditions of employment because of union membership or as required by state or federal law or regulations, except where such constitute a bona fide occupational qualification.

RULE 7 - SCOPE:

7.01 Scope of Agreement. This Agreement shall apply to all vessels of the EMPLOYER engaged in the transportation of passengers and vehicles (including incidental freight) on Puget Sound and adjacent inland waters. This Agreement shall apply to the employees in the deck, engine room and stewards department on such vessels. In the event other Whatcom County employees not otherwise represented are required to sell or take fare tickets at the ferry docks, the parties hereto shall enter into negotiations for hours, wages and benefits for those employees if the position will be within the bargaining unit.

7.02 Regular Employees. For purposes of this Agreement, a regular employee is defined as one (1) of nine (9) full-time employees presently employed on the Lummi Island ferry run.

7.03 Regular Relief Employees. Regular relief employees over and above the nine (9) regular employee complement are considered part-time but are subject to all contract provisions with the exception of Rules 13.04 and 14.03.

7.04 On-Call Employees. On-call employees are not covered by the provisions of this agreement with the exception of Rules 8.03, 8.04, 13.01, 13.03, 13.06, 14.05, 14.06, 14.07(a), 19.03(b)(4), 19.03(b)(5), 20, 21.01, 22.01, and 23.01(a).

7.05 Seasonal Temporary Employees. Beginning the Thursday before Memorial Day, until the Tuesday after Labor Day, temporary seasonal employees may be employed during peak travel hours to assist with the increased workload. Seasonal temporary employees shall not replace any employee covered by this agreement and are not recognized by this collective bargaining agreement with the exception of Rule 20. Seasonal temporary employees may be offered successive seasons and may be given hiring preference in the event of applying for an on-call position.

RULE 8 - CREW REQUIREMENTS:

8.01 Staffing Requirements. Each and every vessel shall be manned according to the inspection certificate under which the vessel is licensed.

8.02 Adding or Changing Vessels. In the event vessels owned or chartered by the EMPLOYER are added to the existing fleet, or if the present vessel is re-engined, the EMPLOYER and the UNIONS shall immediately meet to negotiate minimum wages, a staffing scale and working schedule for each such vessel.

8.03 Out-of-Classification Work. Any employee, including On-Call employees, assigned to work out of classification for the standard work day shall be paid at the rate of the assigned position for all hours worked in that shift, provided the full scope of duties are performed. This section does not apply when an employee is attending required meetings and trainings outside of a scheduled shift.

8.04 License Fees. The EMPLOYER shall reimburse employees, including On-Call employees, for the cost of U.S. Coast Guard Merchant Mariner Credential (MMC) the Federal Communications Commission license fees, and the Transportation Workers Identification Credentials (TWIC) card required in the performance of their duties.

RULE 9 - VISITATION:

9.01 Union Visits. Authorized representatives of the UNIONS shall be allowed to go on the EMPLOYER'S property and on board vessels covered by this Agreement at reasonable times while at the dock or enroute. The UNIONS agree that the EMPLOYER is absolved from all claims resulting from any accident involving such representative while on the property or on board vessels of the EMPLOYER. UNION representatives are obligated to comply with Coast Guard safety rules.

RULE 10 - DISCHARGE OR SUSPENSION:

10.01 Discharge and Suspension. No regular employee will be discharged or suspended except for just cause, and prior to any action taken against such employee, except in emergency situations (such as drunkenness on the job, assault of another person

while on the job and dishonesty or other gross misconduct), the EMPLOYER will first notify the UNIONS in writing, affording them an opportunity to resolve the issue. Notification of all discharge and/or suspensions shall be in writing with a copy sent to the UNION.

10.02 Disputes Over Discharge or Suspension. Any dispute arising out of a discharge or suspension case may be referred by either party to the arbitrator under the provisions of RULE 11.01.

RULE 11 - DISPUTES:

11.01 Grievances. Grievance as used herein shall mean any dispute or controversy which might arise as to the interpretation of application of this Agreement.

11.01 (a) Initial Filing. Employees must file a grievance as herein defined with the Public Works Director or designee within thirty (30) calendar days of knowledge of its occurrence or it shall be deemed null and void. Every effort shall be made to settle the complaint at this level. If it is not resolved within seven (7) working days after its submission, the matter may proceed to step b. If the UNION Representative or EMPLOYER wishes to file a grievance, either may do so at step b below.

11.01 (b) Grievance Written Down. Within the employee's next five (5) working days after the written responses from the EMPLOYER in step "a", the employee shall reduce the grievance to writing and present it personally or through their UNION representative to the Human Resources Manager or designee. If not resolved at this level within the next ten (10) working days the matter may proceed to step c.

11.01 (c) Arbitration. Any grievance submitted and processed in accordance with the grievance procedure provided above may be taken to arbitration by the EMPLOYER or the UNIONS as herein provided. However, prior to arbitration, the County Executive shall be advised of the dispute.

Any party may, within seven (7) working days after failure to adjust the grievance in subsection "b", serve upon the other party written demand for arbitration. The parties shall select an impartial arbitrator within ten (10) working days after service of demand for arbitration. If the parties fail to agree within this period upon an arbitrator who is able and willing to serve, either party may, within seven (7) working days thereafter, request the Federal Mediation and Conciliation Service to submit a list of eleven (11) disinterested persons living in the Northwest who are qualified and willing to act as an impartial arbitrator. From this list the EMPLOYER will strike two names, then the UNIONS two names until the single name remaining is appointed as the arbitrator.

11.01 (d) Hearing Commencement. The arbitrator shall commence the hearing within a reasonable time period after their selection and shall render their award in writing thirty (30) calendar days after the close of the arbitration hearing.

The award of the arbitrator shall be rendered in writing together with their findings and conclusions and shall be final and binding upon the parties to this Agreement and upon the complaining employee and employees, if any.

11.01 (e) Arbitrator's Fees. The arbitrator's fees and expenses, the cost of

any hearing room and the cost of the shorthand reporter and of the original transcript, if requested by the arbitrator, shall be borne equally by the EMPLOYER and the UNIONS. All other expenses and costs shall be borne by the parties incurring them.

11.01 (f) Time Limitations. The EMPLOYER and the UNIONS agree to comply with the time limitations set forth above and either party shall have the right to insist that the time limitations be complied with; provided, however, said time limitations may be waived by mutual agreement but in no event shall failure to comply with the time limitation set forth above deprive the arbitrator of authority to decide the grievance.

11.01 (g) No Work Stoppage, Slowdown, Boycott, or Lockout. All grievances as herein defined shall be settled in accordance with the procedures outlined above. There shall be no work stoppage, slow down, boycott, or lockout for any reason regardless of whether the action of either party may be reasonably concluded as violation of this Agreement or any state or federal law during the life of this Agreement.

11.01 (h) Arbitration Venue. Venue for all grievance arbitrations shall be Whatcom County unless otherwise mutually agreed.

11.02 Union Stewards. The UNIONS shall elect or designate Union Stewards, who shall be recognized by the EMPLOYER. The Union Steward is recognized as an authorized representative of the Union for settling grievances and disputes. Representatives of management with authority to settle such matters will meet the Union Steward and work for the resolution of such matters. A Union Steward who has participated in step "a" of this procedure will be allowed to attend grievance meetings, without loss of wages and benefits, scheduled by the EMPLOYER.

11.03 Steward Training. Uncompensated time off for Union activity may be requested. Such time off will be allowed so long as it does not unnecessarily disrupt the operation of the EMPLOYER and is subject to the approval of the Supervisor.

11.04 Grievance Investigation. Union Stewards will be allowed to investigate grievances during their normal working day provided no necessary and required work is interrupted by the Steward's absence and the Steward's supervisor has given them prior approval to engage in such activity.

RULE 12 - EMERGENCY SERVICE:

12.01 Emergency Service. Emergency service, including collision, breakdown, stranding, rendering aid to another vessel, person or persons in distress, life saving and delay due to terminal damage shall not be considered overtime. The additional hours shall be paid for only at the straight time rate of pay. This provision shall relate only to the crew on watch at the time of the emergency.

RULE 13 - WAGE AND OVERTIME RATES:

13.01 Wage Rates. The following rates shall apply for all employees on the payroll as of the first full pay period of January, 2026.

Pay changes effective following first full pay period of each year		Hourly Rates		
MASTERS, MATES AND PILOTS (MMP)		January 2026 +2.75%	January 2027 +2%	January 2028 +1.5%
Senior Master		\$ 47.57	\$ 48.52	\$ 49.25
Master/Engineer		\$ 44.75	\$ 45.64	\$ 46.33
Master		\$ 43.72	\$ 44.59	\$ 45.26
INLANDBOATMEN'S (IBU)		January 2026 +2.75%	January 2027 +2%	January 2028 +1.5%
Purser/Deckhand		\$ 38.13	\$ 38.89	\$ 39.48
Deckhand		\$ 32.59	\$ 33.24	\$ 33.74
Regular Relief Employees		\$ 24.81	\$ 25.31	\$ 25.69
First Six Months or until 1080 hours worked				
Thereafter		\$ 32.59	\$ 33.24	\$ 33.74
On-Call Employees				
Six months and 1,080 hours worked		\$ 24.81	\$ 25.31	\$ 25.69
Thereafter		\$ 27.32	\$ 27.86	\$ 28.28

Effective the first full pay period of January, 2026, each pay rate of the 2025 hourly matrix shall increase by 2.75%.

Effective the first full pay period of January, 2027, each pay rate of the 2026 hourly matrix shall increase by 2%.

Effective the first full pay period of January, 2028, each pay rate of the 2027 hourly matrix shall increase by 1.5%.

13.01(a) Clothing Allowance. The above rates include clothing allowances for clothing required in Rule 21. (Applies to On-Call employees per Rule 7.04.)

13.01(b) Purser Discontinuation. Should the purser duties be discontinued during the term of this Agreement, the County agrees to meet and bargain the impact with the intention of preserving the wages of existing employees performing purser duties.

13.02 Regular Relief Employees.

13.02(a) Applicable Terms. Regular relief employees as defined in RULE 7.03 are covered by the terms of this contract, with the exception of the rule(s) mentioned in that paragraph, provided that schedules for part-time workers must be reasonable.

13.02(b) Hourly Rate. On-call employees who are selected to fill a Regular

Relief position shall be allowed credit for all hours worked under the collective bargaining agreement as an on-call employee in establishing their beginning Regular Relief Employee hourly rate.

13.03 Overtime Rate. The overtime rate shall be computed by multiplying the hourly rate by 1.5. Overtime must be approved in advance by the Master. Overtime is paid in increments of one quarter (1/4) hour.

13.04 Longevity Pay. Beginning with the employee's seventh (7th) year of employment as a Deckhand, the employee shall receive in addition to the regular rate of pay the sum of forty dollars (\$40.00) per month. Thereafter, beginning the first pay period following employees' anniversary date as a Deckhand, the employee shall receive ten dollars (\$10.00) per month for each year of service to a maximum of twenty-five (25) years or two hundred and twenty dollars (\$220.00) per month. Only regular employees shall receive longevity pay. Those employees currently receiving longevity based on promotion to Regular Relief are grandfathered and will continue to receive longevity pay on that basis.

13.05 Compensatory Time Maximum. The provisions of the contract requiring one and one-half times the regular rate of pay do not apply to any employee who requests and is granted compensatory time off in lieu of overtime pay. Compensatory time may not be imposed by the Employer in lieu of overtime pay upon any employee who has not so requested such compensatory time. Compensatory time is accrued at the appropriate overtime rate for each hour of overtime worked. Employees requesting compensatory time in lieu of assigned overtime pay shall have such request granted up to a maximum of twenty-four (24) compensatory hours per calendar year. Additional compensatory time may be mutually agreed to, but an employee may accrue no more than a maximum of eighty (80) hours of compensatory time at any one time. Overtime pay and compensatory time cannot be requested for hours worked in the same day (ex: four (4) overtime hours worked – employee may not request two (2) hours of overtime pay and two (2) hours of compensatory time). By mutual agreement, an employee may cash out accrued compensatory time at the end of each calendar year. An employee will be allowed to use the comp time within a reasonable period and after making a request, so long as such use does not unduly disrupt the operations of the County. Accrued compensatory time is paid to an employee at the regular rate earned by the employee at the time employee receives such payment.

An employee desiring to use accumulated compensatory time off must submit a written request to the EMPLOYER in advance indicating the number of compensatory days off requested. Requests for time off will be granted subject to approval by the EMPLOYER or designee.

13.06 Stand-by for Emergency Call Out. The wage rates in Rule 13.01 include pay to compensate employees' stand-by for emergency call-out and pager pay. (Applies to On-Call employees per Rule 7.04.)

13.07 Senior Master Pay. The Senior Master pay includes compensation for performing duties required over and above operating the vessel.

13.08 Fare-related Supplies and Ticket Books. The EMPLOYER will make a good faith effort to deliver ticket books, receipt books and other supplies to the work site of bargaining unit employees. However, employees who are authorized in advance to pick up ticket books at the Courthouse shall be compensated at the overtime rate of pay for the actual time spent in this activity.

13.09 Direct Deposit. All regular employees shall authorize paycheck deposit by direct deposit within thirty (30) days of employment. Institution changes require four (4) weeks notice. Employees providing documentation of their inability to open a checking and/or savings account may have this requirement waived. Employees may stop direct deposit in emergency situations with at least seven (7) days notice before a scheduled payday. Employees must restart the direct deposit within three (3) months.

13.10 Bank Deposits. Employees, who because of their shift assignment must make bank deposits outside their regular work hours, shall be compensated at the rate of one (1) hour straight time rate of pay in addition to their daily wage. It is understood and agreed that this compensation constitutes full payment for all job-related off-duty time spent in this activity.

RULE 14 - HOURS OF WORK:

14.01 Month's Work. One hundred eighty (180) hours shall constitute a month's work for full-time employees.

14.02 Day's Work. All work performed by Regular or Regular Relief employees in excess of ten (10) hours in any twenty-four (24) hour period shall be paid for at the overtime rate. All work performed by On-Call employees in excess of 40 hours in a workweek shall be paid at the overtime rate. All overtime will be paid in increments of one quarter (1/4) hour.

14.02(a) Hours Beyond Eight Exchange Time Election. The ninth and tenth hour of the shift may be taken, at the employee's option, as either straight time pay or "exchange time", which is straight time leave that can be utilized to cover future shifts. Employees working out-of-class who elect exchange time per this rule shall receive eight hours of regular pay, two hours added to exchange time bank, and ten hours of out-of-class pay differential. An employee may elect up to a maximum of one hundred fifty (150) exchange time hours per calendar year.

14.02(b) Lunch. The employee shall be entitled to a one-half (1/2) hour lunch period during the daily work schedule, to be taken on the boat or on the dock.

14.03 Normal Work Schedule. All employees shall have a minimum of three (3) consecutive days off per month. The normal work schedule for Masters shall be seven (7) day shifts, seven (7) night shifts, followed by seven (7) days off. The normal work schedule for Purser/Deckhands or designated Deckhands shall be six (6) day shifts, six (6) night shifts, followed by six (6) days off. The normal work schedule for Deckhands shall be five (5) day shifts, five (5) night shifts, followed by five (5) days off. Deckhand preference for a six (6) day rotation shall, when all else is equal, be by seniority for available billets. The EMPLOYER will notify the UNIONS and upon request will meet and discuss any revisions to these work schedules before such changes are implemented. (Does not apply to Regular Relief employees per Rule 7.03).

14.04 Call In Prior to Shift. Employees may be called up to two (2) hours prior to commencing their regular shift with a minimum of two (2) hours overtime. (The equivalent of three (3) hours straight time pay rate.)

14.05 Call Back During Operating Hours. All Employees, including On-Call employees, called back after completing a regular shift shall add to that shift a minimum of three (3) hours overtime (the equivalent of 4.5 hours at straight time rate) and in periods of one quarter (1/4) hour thereafter.

14.06 Call Back After Operating Hours. All employees, including On-Call employees, called back after the vessel is secured and shut down shall receive a minimum of three (3) hours overtime (the equivalent of 4.5 hours at straight time rate) and in periods of one quarter (1/4) hour thereafter. If a second call back occurs within the first three hours of the first call back, it is considered one call back.

14.07 Mileage Reimbursement. Employees using their private cars in performance of required duties shall be paid mileage in accordance with EMPLOYER regulations.

14.08 Call Back on Days Off. Regular employees called back to work on their regular assigned days off shall receive a minimum of four (4) hours overtime (the equivalent of six (6) hours at straight time rate) and in periods of one quarter (1/4) hour thereafter.

14.08(a) Scheduled Meetings. Regular Relief and On-Call employees will be paid at the regular rate of pay for all hours in attendance at meetings and trainings unless the additional hours result in overtime pursuant to Rule 14.02. Employees are not paid for travel time between their residence and the location of the meeting or training.

14.09 Split Shifts. There shall be no split shifts.

14.10 Operation Changes. In the event of an economic problem or fuel shortage which affects operations of the ferry, and/or the County determines that it needs to make schedule changes or reductions in service, it will give the unions notice of the necessary changes, and the parties agree to meet and negotiate the impacts of those changes.

14.11 Shift Trades. Members of the UNIONS may arrange to trade shifts with other members, provided that the substitute member is qualified to perform the same duties required of the requesting member, under the following conditions: a shift trade does not occur on a regular basis; the Senior Master be notified at least one week in advance; such trading is in no way intended to compromise management's right to set schedules as provided for in the agreement; the person who will be off work be responsible to ensure that the shift is covered; and the shift change does not result in additional overtime or other such costs to the County. Shift trades must happen during the same pay period.

RULE 15 - VACATIONS:

15.01 Eligibility Criteria and Accrual Rate. Vacation shall accrue to each employee covered by this Agreement who is compensated at least one hundred and twenty (120) hours per calendar month of employment, per Rule 25.01.

Employees shall receive vacation leave on the following basis:

<u>Months of Service</u>	<u>Monthly Accrual</u>
0 - 48	8.00 hours
49 - 108	13.50 hours
109 - 132	15.75 hours
133 - 156	16.50 hours
157 - 168	17.25 hours
169+	18.75 hours

15.02 Accrual Dates. Each employee's anniversary date shall be twelve (12) months after entering the service of the EMPLOYER as a Regular Relief employee or higher.

15.03 Loss of Vacation. No employee shall lose any vacation benefits by reason of illness or mutually agreed leave of absence, and if any of these occur, they shall be paid for their accumulated vacation benefits on a pro rata basis.

15.04 Termination Cashout. Each employee who has completed a minimum of twelve (12) months of service and who is discharged for cause, or who terminates their employment, shall receive their accumulated vacation benefits.

15.05 Scheduling. Each employee entitled to vacation leave shall take their vacation at a time mutually agreed to BETWEEN the EMPLOYER and employee unless they are discharged for cause, or terminates their employment, in which event they shall receive the cash equivalent of their accumulated vacation benefits.

15.06 Holidays During Vacation. One (1) additional day's straight time shall be paid for each instance where a holiday falls during an employee's vacation.

15.07 Maximum Accrual. The maximum vacation time an employee may carry forward is thirty (30) days (270 hours).

15.07(a) Maximum If On Payroll on 6/17/97. The new vacation accrual limit of 30 days (270 hours) is not applicable to current employees on the payroll on June 17, 1997 who remain subject to a maximum accrual of 40-days vacation (360 hours).

15.08 Computation. Vacation pay shall be computed on the basis of the straight time rate in effect at the time the vacation is taken.

15.09 Annual Cashout by Mutual Agreement. By mutual agreement between the employee, the department head and the Executive or their designee, employees shall be allowed to cash out up to forty (40) hours of vacation per year at the end of the calendar year.

RULE 16 - HEALTH AND WELFARE:

16.01 Eligibility. The EMPLOYER agrees to contribute to the cost of the Benefit Trust Funds, in order to provide the benefits outlined in the following sections of this Rule on behalf of all full time and Regular Relief employees covered by this Agreement who are regularly scheduled to work and compensated at least eighty (80) hours per month. Eligibility and contributions for employees newly employed with the County begins on the

first of the month following eighty (80) compensated hours in one (1) calendar month of employment. The County obligation shall not exceed an initial two (2) months of contribution to establish coverage under Washington Teamsters Welfare Trust Plans. The term compensation as used herein is defined to be payment of wages for work performed, vacation, accrued sick leave, or other paid leave; provided that said work, vacation and/or paid leave must equal or exceed payment for eighty (80) hours in a calendar month. Compensation earned in one (1) month provides benefit coverage pursuant to the Trust. Lump sum cashout of accruals upon termination of employment is not considered compensable hours for any purpose of eligibility or contribution. Benefits shall include the employee, spouse and dependent children in accordance with the Washington Teamsters Welfare Trust Plans.

16.02 IBU & MMP Health & Welfare. The EMPLOYER agrees to make monthly contributions for employees, their spouses and dependents 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 Insurance** – employee only coverage in the face 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.

16.03 Life and Accidental Death and Dismemberment. The EMPLOYER agrees to pay the entire premium for group life and accidental death and dismemberment insurance in an amount of \$50,000 for eligible employees, through a carrier selected by the EMPLOYER.

16.04 Premium Payments.

16.04(a) Medical. For plan year 2026, the EMPLOYER agrees to contribute the actual monthly premium cost of \$1,621 to fund the Washington Teamster Welfare Trust Plan “B” and optional Plan “D” Time Loss Plan.

For plan year 2027, the County shall pay up to \$1,751 per month, or the actual cost, whichever is less, to fund the Washington Teamsters Welfare Trust Plan “B” and optional Plan “D” Time Loss Plan.

For plan year 2028, the County shall pay up to \$1,891 per month, or the actual cost, whichever is less, to fund the Washington Teamsters Welfare Trust Plan “B” and optional Plan “D” Time Loss Plan.

In the absence of a successor agreement at the end of 2028, for plan year 2029, the County shall pay up to \$1,986.00 per month, or the actual cost, whichever is less, to fund the Washington Teamsters 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 2029. In the absence of a successor agreement at the end of 2029, the County shall continue to pay up to \$1,986.00 per month for plan year 2030 and beyond until a successor labor agreement is negotiated.

Should the EMPLOYER contribution designated in this section not be adequate to cover the full contribution for Medical, payment via payroll deductions in the amount needed to fully fund the contribution for Medical shall be the obligation of the employee. Any employee obligation shall be satisfied through payroll deduction utilizing the Flex 125 program.

Upon request, the County shall meet with the unions to discuss alternatives to the insurance plan described above. Mutual agreement to move to a different medical plan must be completed by November 30 of any plan year for an effective date of January 1 in the following year.

16.04(b) Dental, Vision, Life Insurance, and Waiver of Contribution. The EMPLOYER agrees to pay the appropriate monthly premium amounts necessary to provide the benefits listed in section 16.02 b), c), d) and e) (Dental, Vision, Life and Waiver of Contributions) as required to maintain the dental, vision and life benefits listed above.

16.04(c) Regular Relief Premium Payments

The EMPLOYER shall pay the full amount of premium payments for Regular Relief employees who meet the benefits eligibility threshold outlined in 16.01. Given the variability of hours worked by Regular Relief employees, and the EMPLOYER's desire for consistency in premium share for all part-time employees across bargaining units and unrepresented employees, should there be a reduction in service or other circumstances that reduces the hours of the Regular Relief employees, the parties agree to open the agreement to re-negotiate the premium share for Regular Relief employees.

16.05 Flex 125 Plan. All eligible bargaining unit employees may enroll in the EMPLOYER'S Flexible Spending Account Plan ("Flex 125 Plan").

16.06 State Paid Family and Medical Leave Program. Beginning January 1, 2020, eligible employees are covered by the Washington State Paid Family and Medical Leave Program administered by Employment Security under RCW 50A.05.

Eligibility for state paid leave benefits are independent of this Agreement and premiums are shared between the EMPLOYER and employee pursuant to the premium rates established by RCW 50A.10.030.

RULE 17 - SICK LEAVE:

17.01 Eligibility Criteria & Accrual Rate. Per Rule 25.01, Sick leave shall accrue to each employee covered by this Agreement who is compensated at least one hundred and twenty (120) hours per calendar month of employment in the amount of nine (9) hours for each month of employment to a maximum of one thousand and eighty (1,080) hours. In general, nine (9) hours of sick leave is accrued each month even if an employee has accrued the maximum sick leave permitted under the contract. In no instance shall sick leave accrue

at a rate of less than one (1) hour for every forty (40) hours worked. (RCW 49.46.210)

17.01(a) New Hire Waiting Period. For new hires, sick leave accruals may be used after completing ninety (90) days of employment.

17.02 Verification. For absences exceeding three (3) consecutive work days, the EMPLOYER may request the employee to provide verification that the use of paid sick leave is for an authorized purpose. (RCW 49.46.210) The EMPLOYEE shall provide verification no later than ten (10) work days following the date the request was made. Verification for domestic violence leave will be pursuant to applicable state law. (WAC 296-135-070)

17.03 Accrual During Leave or Layoff. Sick leave shall continue to accrue during periods of approved sick leave, Maintenance and Cure, or absence with pay only. If an employee is on layoff, sick leave shall not accrue during such layoff, however, upon return to work the sick leave accrual at time of layoff shall be made available to the employee and additional days shall accrue from the first

17.04 Cashout. An employee with three (3) or more years of employment with the EMPLOYER shall be entitled to cash termination in the amount of twenty-five (25%) of their sick leave bank which has been accrued (up to 1,080 hours), provided that such employee has given at least thirty (30) days notice prior to termination and provided further, that this rule shall not apply to any employee terminated for cause. The total amount of accumulated sick leave accrued and unused by the employee shall be subject to the cash-out provisions of this RULE, regardless of when accrued.

RULE 18 - BEREAVEMENT LEAVE:

18.01 Bereavement Leave. If an employee suffers a death in the immediate family, the employee shall be allowed not more than four (4) days (not to exceed 40 hours) off without loss in pay for the death of a spouse, child or parent of either the employee or the employee's spouse including step-parents and step-children; three (3) days off without loss in pay for the death of other immediate family members; and additional days off upon approval of the EMPLOYER as personal holiday, vacation, comp time, or unpaid leave, to make necessary arrangements regarding the death and/or to attend the funeral. Other immediate family is defined to be: state registered domestic partner, brothers, sisters, grandchildren or grandparents of either the employee or the employee's spouse.

RULE 19 - HOLIDAYS:

19.01 Holiday Schedule. The following shall be paid holidays:

New Year's Day	Veteran's Day
M.L. King's Birthday	Thanksgiving Day
President's Day	Day after Thanksgiving
Memorial Day	Christmas Eve
Juneteenth	Independence Day
Christmas Day	Labor Day
Personal Holiday	

19.02 Personal Holiday. Each employee shall receive one (1) personal holiday, nine

(9) hours, each calendar year which may be taken by the employee after the employee has notified the department head one (1) week in advance of the holiday. The personal holiday must be taken during the year and cannot be cashed out upon separation. No employee shall be eligible to receive a personal day until after completion of three months of employment.

19.03 Holiday Pay.

19.03(a) Holiday Pay. Regular and Regular Relief employees shall be paid for nine (9) hours at the straight time rate of pay for the section 19.01 scheduled holiday.

19.03(b) Work on Holidays. Holiday premiums are in addition to Rule 19.03(a) above. When an employee's shift begins on a designated holiday:

(1) Employee shall be paid time and one-half (1.5) for all hours worked up to nine (9) hours on Thanksgiving, the day after Thanksgiving, the day before Christmas, and Christmas.

(2) Employees shall be paid at the straight time rate of pay for all other holidays worked.

(3) The tenth (10th) hour worked on a holiday will be paid at three (3) times the regular rate for the assigned position.

(4) Any hours worked in excess of ten (10) hours on a holiday will be paid at time and one-half (1.5) for the assigned position, including On-Call employees.

(5) When an On-Call employee works on a holiday, they will receive holiday pay as described in 19.03(a) and the premium pay as outlined in 19.03(b).

RULE 20 - MAINTENANCE AND CURE:

20.01 Maintenance Rate. When a crew member is entitled to daily maintenance, it shall be at the rate of 36% of regular wages per day. For payments made, 18% shall be deemed maintenance and 18% shall be deemed wage substitute. If an employee elects to utilize sick leave for the same period in which maintenance and cure is received, the combined rate for maintenance and cure and sick leave shall not exceed the employee's regular pay. Should any lawsuit arise concerning this issue, the settlement will be reduced by the amount of wage substitute money already received under this Rule. Transportation to or from a hospital if needed shall be furnished by the EMPLOYER if the employee becomes ill or is injured on duty.

20.02 No Pay Withheld. Wages and maintenance and cure shall not be withheld merely because an employee claimant has also filed a claim for damages or has filed suit therefore, or has taken steps toward that end, regardless of the EMPLOYER'S arrangement with the insurance company.

20.03 Reimbursement for Lost Personal Items. Crew personnel will be reimbursed for the loss of personal effects, equipment or instruments resulting from shipwreck, stranding, sinking, burning or collision of the vessel in an amount not to exceed three

hundred dollars (\$300.00). Each employee must provide the EMPLOYER with an itemized list including replacement value. Crew personnel will be reimbursed for theft of personal items in a total amount of not more than three hundred dollars (\$300.00) per instance of theft. Each employee will attach a copy of a filed police report for each incident of theft to the reimbursement request. Should a locker be provided on the vessel, the County will not be responsible for theft of personal items that can be securely stowed.

RULE 21 - STANDARD DRESS:

21.01 Ferry Dress Code. All personnel covered by this Agreement shall be required to wear standard dress in accordance with Whatcom County's Ferry Dress Code. This shall consist of an ANSI-approved Class II or III high-visibility orange shirt, jacket or vest (depending on the season), navy blue trousers and appropriate footwear. During inclement weather, employees shall wear serviceable foul weather gear. Employees shall be reimbursed for foul weather gear, inclusive of appropriate footwear, provided the employee's request for such reimbursement shall not exceed three hundred dollars (\$300.00) per calendar year for employees represented by IBU and a thirty-six (36) month time period for employees represented by MMP. Reimbursement shall be obtained using standard County reimbursement procedures. On-Call employees must work a minimum of 500 hours per year to qualify for foul weather gear reimbursement.

RULE 22 - EXPENSE ALLOWANCE:

22.01 Actual Expenses. Crew members required to remain away from home over twenty-four (24) hours shall be paid for actual expenses incurred for quarters and subsistence. (Applies to On-Call employees per Rule 7.04.)

RULE 23 - FERRY PASSAGE:

23.01 Employee Passage. Employees and members of their immediate family who reside with them shall be allowed free passage on the Whatcom County Ferry.

23.01(a) On-Call Employee Passage. On-call employees will earn a pass for ten (10) rides upon completion of ten (10) full shifts. This pass may be used by the employee and members of their immediate family who reside with them. The pass remains valid until used.

23.02 Retired Employee Passage before 2013. Employees who retired before 2013, and their spouses, shall be allowed free passage on the Whatcom County Ferry pursuant to a Memorandum of Understanding dated March 13, 2013 so long as the employee is receiving state retirement benefits and living on Lummi Island.

23.03 Retiree or Service Recognition Passage after 2013. Regular full-time employees who retire with state retirement benefits, or separate from service after 30 years of regular full-time employment with Whatcom County assigned to the Lummi Island ferry, are eligible for free passage as provided below.

A. Retired or separated regular full-time employees who agree to be regularly available to work on an on-call basis, and are residing full-time on Lummi Island, shall be eligible for free passage as long as the employee continues to be regularly available for work. "Regularly available" is defined as a willingness to work on-call at least three times

per calendar quarter or six times during the first six months of the year and six times during the second six months of each calendar year. Spouses of employees eligible for ferry passage under this Rule shall receive such benefit so long as the employee is available to be on-call. Rule 23.01(a) does not apply for employees receiving free ferry passage under this Rule.

B. Retired full-time employees receiving state retirement benefits, but who do not agree to be regularly available for on-call, shall be eligible for free passage, post retirement for five years. Spouses of employees eligible for ferry passage under this Rule shall receive such benefit so long as the spousal individual pass shall not exceed three years beyond the death of the retired employee, but not more than five years post retirement of the employee.

23.04 Passage Limited. All passes referred to herein are for the personal, non-commercial vehicle plus driver and/or spousal passenger use of the retired employee or vehicle plus driver use of the spouse of a deceased employee. Towed units are normally not eligible for free passage; however, vehicle/tow combinations will be accommodated on a space available basis.

RULE 24 - JURY DUTY LEAVE:

24.01 Jury Duty Leave. When a regular employee covered by this Agreement is called upon for jury service in any municipal, county, state or federal court, the employee shall advise the department head upon receipt of such call and if taken from work for such service, shall be reimbursed as provided herein for any loss in wages while performing such services; PROVIDED, that there shall be deducted from the wages of such employee an amount equal to the amount such employee received from jury duty.

RULE 25 - BENEFIT ELIGIBILITY:

25.01 Paid Leave Eligibility. To be eligible to accrue vacation leave or sick leave under RULES 15 and 17, employees must receive compensation for work performed, vacation, holiday, and/or paid leave must equal or exceed payment for one hundred twenty (120) hours in a calendar month. Income resulting from an industrial injury to a maximum of twelve (12) months from the date of the injury shall also be credited as compensation.

RULE 26 - TERM OF AGREEMENT:

26.01 Duration. This Agreement shall be in force from the date it is approved by the Council until December 31, 2028, and shall continue in full force and effect thereafter during negotiations for a subsequent Agreement, unless written notice of desire to cancel or terminate the Agreement is served by either party upon the other at least sixty (60) days prior to the date of expiration.

For the term of this agreement, should the UNIONS have a reasonable and demonstrable belief other employees in the county, represented or unrepresented, excluding binding interest arbitration groups, should achieve a settlement affording employees better wage improvements or medical benefits, the county shall afford the UNIONS an opportunity to bargain regarding the difference between the settlements upon 30 days request to bargain by the UNIONS.

26.02 Notice of Continuation & Intent to Bargain. It is further provided that where no cancellation or termination notice is served and the parties desire to continue said Agreement but also desire to negotiate changes or revisions in this Agreement, either party may serve upon the other a notice at least sixty (60) days prior to January 1, 2029 advising that such party desires to continue this Agreement but also desires to revise or change the terms or conditions of such Agreement.

26.03 Effective Date for Revisions. Revisions agreed upon shall be effective on the date it is approved by the Council, unless otherwise specified.

RULE 27 - SEPARABILITY AND SAVINGS:

27.01 Separability & Savings. If a Rule in this Agreement should be held invalid by operation of law or by any tribunal of competent jurisdiction, the balance of this Agreement shall continue in full force and effect. The Rule held invalid shall be modified as required by law or the tribunal of competent jurisdiction, or shall be renegotiated for purpose of an adequate replacement.

RULE 28 - MANAGEMENT RIGHTS:

28.01 Management Rights. Subject to strict and absolute compliance with all terms and conditions of this Agreement including past practices, the EMPLOYER retains the right and duty to manage its business, including the right to adopt regulations governing the appearance, dress, conduct, discipline and work procedures of its employees, which regulations are in no way contrary to the terms and provisions of this Agreement and in accordance with past practices and which are reasonably required to maintain safety, efficiency, quality of service and the confidence of the traveling public. Rights not specifically abrogated by this Agreement or past practice are reserved to the EMPLOYER. The UNION reserves the right to intercede on behalf of any employee who feels aggrieved because of any exercise of rights by the EMPLOYER in accordance with the conditions set out in RULE 11.

28.02 Change in Ferry Dock. In the event the EMPLOYER shall, in its absolute discretion, change its mainland ferry dock location, the EMPLOYER, may upon 90 days notice to the UNIONS open this Agreement.

IN WITNESS WHEREOF the parties hereto have caused this Agreement to be executed this 7/6/2026.

INLANDBOATMEN'S UNION
OF THE PACIFIC

Signed by:

Christopher Simmons

Christopher Simmons
IBU PSR Passenger Regional Director

DocuSigned by:

Robert Estrada

Robert Estrada
IBU National President

WHATCOM COUNTY, WASHINGTON

Signed by:

Satpal Sidhu

Satpal Sidhu
Whatcom County Executive

INTERNATIONAL ORGANIZATION
OF MASTERS, MATES & PILOTS, AFL-CIO

Signed by:

Don Josberger

Captain Don Josberger, President

DocuSigned by:

Dan Twolig

Captain Dan Twolig, Vice President

APPROVED AS TO FORM:

Jesse Corkern (by email 6/8/26) jc
Civil Deputy Prosecuting Attorney

DATE COUNCIL APPROVED:

6/23/26