




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: May 21, 2019

SUBJECT: Professional & Technical Employees, Local 17 2019-2020 Collective Bargaining Agreement

The County's bargaining team completed negotiations for a successor agreement to the 2017-2018 collective bargaining agreement for employees represented by the Professional and Technical Employees Union, Local 17. The successor agreement represents 19 employees in Environmental Health and one employee in Community Health.

The bargaining team met for seven all-day bargaining sessions and two all-day mediation sessions. Bargaining unit members rejected the County's initial proposal offered on February 15, 2019 as well as the mediated proposal offered on April 26, 2019. Recognizing that no further progress was possible, bargaining unit members reconsidered the mediated proposal. On May 1, 2019 it was voted again and unanimously accepted. The settlement is consistent with the other bargaining units except for the provision that wage increases are retroactive.

The County negotiating team is pleased to have reached an agreement within authority consistent with the wage and medical benefit package offered for other non-interest arbitration bargaining unit employees. Below is a summary of key changes included in the new agreement:

Contract Terms	Agreement
DURATION	May 21, 2019 through December 31, 2020
COMPENSATION	Effective <u>June 3, 2019</u> +2.5% First pay period January 2020 +2.0% First pay period July 2020 +1.0% Small increase in percent change between longevity steps 9 through 15.
NUMBER OF MEMBERS	20
HEALTH AND WELFARE PAID FAMILY AND MEDICAL LEAVE SICK LEAVE	Same as for other groups.
HOURS OF WORK AND OVERTIME	Part-time employees receive daily overtime if they work outside their scheduled work day. Part-time employees assigned to work on the weekend receive overtime only after they have worked 40 hours in the work week.