

**WHATCOM COUNTY CONTRACT
INFORMATION SHEET**

Whatcom County Contract No.

201904010-2

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 MCBA
Is this a New Contract? If not, is this an Amendment or Renewal to an Existing Contract? Yes <input type="radio"/> No <input checked="" type="radio"/> Yes <input 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 #: 201904010	
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:	
2022 Extension of 2019-2021 Collective Bargaining Agreement between Whatcom County and General Teamsters' Local Union 231 Master Collective Bargaining Agreement	
Term of Contract: One year	Expiration Date: 12/31/2022

Contract Routing:	1. Prepared by: <u>Melissa Keeley</u>	Date: <u>11/15/21</u>
	2. Attorney signoff: <u>George Roche</u>	Date: <u>11/15/21</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): <u>AB2021-698</u>	Date: <u>12-7-21</u>
	8. Executive signed: _____	Date: <u>11-29-21</u>
	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 Master Collective Bargaining Agreement ("CBA") dated April 23, 2019 - December 31, 2021.

The parties have met, conferred, and bargained as required by law to extend the CBA through December 31, 2022 as follows:

The parties agree to renew all terms and conditions of the 2019-2021 CBA as provided below:

1. Effective the first full pay period in January 2022, each wage step in all ranges of the 2021 hourly matrix shall increase by 3%.
2. **Section 8.04a(1) County Contribution** will be modified as follows:
For the calendar year 2022, based on the preceding month's hours, the County shall pay the monthly premium cost of \$1,313.20 to fund the Washington Teamsters Welfare Trust Plan "B" and optional Plan "D" Time Loss Plan.
3. **Section 15.02 Holiday Schedule** will be modified as follows:

New Year's Day	Veteran's Day
Martin Luther King's Birthday	Thanksgiving Day
President's Day	Day after Thanksgiving
Memorial Day	Day before Christmas
<i>Juneteenth National Independence Day (NEW)</i>	Christmas Day
Independence Day	Personal Holiday
Labor Day	
4. Effective the first full pay period in April 2022, each active employee on payroll will receive a one-time lump sum payment in the amount of one thousand dollars (\$1,000).

During the life of this agreement, should the County provide a lump sum payment to any other group of employees represented or non-represented, not including interest arbitration and the newly certified Public Defenders unit who have not received a wage increase since January 2020, that is greater than the one thousand-dollar (\$1000.00) lump sum payment as referenced in #4 of this agreement, the County shall provide the same lump sum payment to employees covered by this agreement.

5. In 2022, the parties agree to work on a collaborative market/comparable study for positions covered under the Whatcom County Master Collective Bargaining Agreement between Whatcom County and Teamsters Union Local 231. The Union and the County shall create a committee. The committee shall include two (2) Union Representatives, and up to three (3) Union bargaining unit members appointed by the Union. The County may appoint up to an equal number of County representatives for the committee.
 - a. The Committee will work collaboratively in an effort to establish comparables, define a methodology, and determine the appropriate number of benchmark positions necessary to provide a comprehensive study of Whatcom County Master Bargaining Unit positions.

- b. The Committee will collect data, research and perform the market/comparable study together and shall establish a meeting format and location for work sessions.
 - c. The parties agree that the market/comparable study will be relevant information in negotiations for a successor agreement and as referenced in section 6 below, although neither party is bound by the results of the study regarding any specific proposals or positions taken during negotiations.
6. The Parties agree to continue negotiations in good faith during 2022 for a 2023 Agreement.
 7. During the life of this agreement, should the County provide a cost of living increase to any group of employees not currently bound by a collective bargaining agreement, represented or non-represented, not including interest arbitration and the newly certified Public Defenders unit who have not received a cost of living increase since January 2020, greater than the increase specified in this agreement, the County shall apply the same cost of living increase to employees covered by the Teamsters Master CBA.
 8. Any disputes regarding application of this LOU are subject to the CBA grievance procedure.
 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
Melissa Keeley, HR Manager	<small>DocuSigned by:</small> <i>Melissa Keeley</i>	11/24/2021
Rich Ewing, Teamsters Local 231	<small>39CB3D6E2C93409 DocuSigned by:</small> <i>Richard J Ewing</i>	11/24/2021
Satpal Sidhu, County Executive	<small>1F388CD0519F472... DocuSigned by:</small> <i>Satpal Singh Sidhu</i>	11/29/2021

Approved as to Form:

DocuSigned by:
George Roche
659516398582445
George Roche, Senior Civil Deputy Prosecuting Attorney

11/29/2021

Date

Date Approved by Council: 12/07/21