



MEMO TO: County Council Members
CC: Satpal Sidhu, County Executive
Kayla Schott-Bresler, Deputy Executive/A.S. Director
FROM: Bea Acland, Human Resources Manager
DATE: December 23, 2025
SUBJECT: Teamsters Master Collective Bargaining Agreement 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.

Summary of significant changes:

Wages

- 2026 – 2.75%
- 2027 – 2.5%
- 2028 – 2.5%

County Monthly Medical Contribution

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

Out of Class Pay

- Increase to \$1.75 and \$2.25

Shift Differential Pay

- Increase to \$1.00/hour

Bilingual Premium

- Increase to 2% of hourly base wage

Boot Allowance

- Expanded to certain positions that have construction related footwear requirements.

Should you have any questions, I am available by email at bacland@co.whatcom.wa.us or at extension 5308.