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**MEMO TO:** County Council Members  
**CC:** Satpal Sidhu, County Executive  
Tyler Schroeder, Deputy Executive  
**FROM:** Melissa Keeley, Human Resources Manager  
**DATE:** June 5, 2023  
**SUBJECT:** Teamsters Master Collective Bargaining Agreement, 2023 - 2025

The County and Union bargaining teams began meeting in November of 2022 to negotiate a successor agreement to the 2019-2020 collective bargaining agreement which was extended by agreement for 2021 and 2022. There were six bargaining sessions followed by three mediation sessions facilitated by a mediator assigned by PERC (Public Employment Relations Commission). Both bargaining teams worked diligently through this process and reached a tentative agreement on April 28, 2023. The proposal was ratified by the bargaining unit on June 5, 2023.

We are pleased to have reached a three-year agreement for the approximately 500 employees represented across the County by this agreement.

Summary of significant changes:

#### **Wages**

2023 – 6% retroactive to January 1. \$750 lump-sum payment for each employee on payroll at adoption.

2024 – 4%

2025 – 3%

Realignment (increase of one range) for Road Maintenance Worker and GIS Administrator.

#### **Medical Coverage Contribution**

2023 - \$1,385.70 (actual cost)

2024 – up to \$1,497

2025 – up to \$1,616

2026 – in absence of successor agreement, up to \$1,697

#### **Bilingual Premium**

1% base wage for certified bilingual employee, as approved and assigned by Department Head.

#### **Boot Allowance**

\$200 annual allowance for field employees in Public Works, Parks, and Sheriff's Office.

#### **Out of Class Premium**

Increase from \$1.25 to \$1.50 per hour, and from \$1.75 to \$2.00 per hour if higher-level duties worked is three or more ranges higher.

## **Public Works Maintenance & Operations**

Clarification in language for General Emergency – 12-hour shifts, Call Back, and Shift Differential sections.  
Increase in overtime for employees called out for sign replacement or road block removal.  
CDL tuition reimbursement payment plan.

## **Parks and Recreation**

Replace Regional Parks Supervisor with Lead Park Rangers.  
Increase overtime for hours worked on a holiday (double-time).

## **Juvenile Detention**

Trial agreement to address overtime during staffing shortages.

Should you have any questions, I am available by email at [mkeeley@co.whatcom.wa.us](mailto:mkeeley@co.whatcom.wa.us) or at extension 5305.