

**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 Corrections Deputies and Sergeants Collective Bargaining Agreement (“CBA”) dated January 1, 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 **6.04a(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 **4.02 Holiday Schedule** will be modified as follows: All Corrections Deputies and Corrections Sergeants shall receive in lieu of holidays, 8 hours per eligible month up to 96 hours (12 days @ 8 hours). These days shall be scheduled as vacation consistent with section 5.03 (Vacation Bidding) except as noted below. Holiday hours accrued in the current year are available to be scheduled in the current year.
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 two thousand dollars (\$2,000).
5. The 2021 LOU regarding exposure to COVID-19 shall sunset upon the parties’ ratification and approval of this LOU.
6. The Parties agree to continue negotiations in good faith during 2022 for a 2023 Agreement.
7. Any disputes regarding application of this LOU are subject to the CBA grievance procedure.

8. 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		
Rich Ewing, Teamsters Local 231		
Satpal Sidhu, County Executive		

Approved as to Form:

George Roche, Senior Civil Deputy Prosecuting Attorney

Date

Date Approved by Council: _____