



MEMO TO: County Council Members

CC: Satpal Sidhu, County Executive
Tyler Schroeder, Deputy Executive

FROM: Melissa Keeley, Employee Relations Manager

DATE: November 25, 2020

SUBJECT: Teamsters Local 231 – Master Collective Bargaining Agreement 2021

A handwritten signature in blue ink, appearing to read "M. Keeley", is written over the "CC:" and "FROM:" lines of the memo.

The County and Union have agreed to renew all terms and conditions of the 2019-2020 Collective Bargaining Agreement through 2021 with a few amendments. We are pleased to have reached a quick settlement agreement consistent with budget authority.

The successor collective bargaining agreement represents 453 employees throughout the County and includes Administrative Services, the Elected Offices, the Courts staff, clerical staff in the Health Department, Parks & Recreation, Planning, Public Defender, Public Works, clerical staff in the Sheriff's Office, and clerical staff in the WSU Extension office.

Highlights are summarized below:

Wages

- 2020 Salary Matrices shall remain as is. No cost of living increases.

Health and Welfare Benefits

- Monthly County contribution to medical increased from \$1,271 to \$1,291.
- Transition from WTWT Dental Plan B to Dental Plan A.

Future Cost Savings

- County agrees to consider future necessary cost savings in the following order
 - Hiring freeze;
 - Reduction of Expenditures;
 - Furloughs and closure days; subject to good faith bargaining as required;
 - As a last resort and only if necessary, layoffs

I'm available to answer any questions at extension 5309 or by email.