

**WHATCOM COUNTY  
ADMINISTRATIVE SERVICES**



**HUMAN RESOURCES**

Whatcom County Courthouse  
311 Grand Avenue, Suite #107  
Bellingham, WA 98225-4038  
(360) 778-5300  
[HR@co.whatcom.wa.us](mailto:HR@co.whatcom.wa.us)

**Melissa Keeley**  
Manager

**MEMO TO:** County Council Members

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

**FROM:** Donnie LaPlante, HR Associate Manager

**DATE:** January 24, 2022

**SUBJECT:** MMP/IBU - Letter of Understanding for Wage Adjustment

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The International Organization of Masters, Mates and Pilots (MMP) and the Inlandboatmen's Union of the Pacific (IBU) jointly represent employees who operate the Whatcom Chief ferry. Employees covered by the MMP-IBU collective bargaining agreement bargained a three-year agreement in 2020 that runs through 2022. That agreement included a wage increase of 1.25% in 2022 with an opportunity to request to bargain further if, during the life of the CBA, the unions believe another bargaining unit received better wage improvements. Several bargaining units, including the Teamsters Master agreement, received 3% increases for 2022 and thus MMP and IBU requested to bargain.

The County did a lookback at wage adjustments over the last six years, comparing MMP & IBU with the Teamsters Master and Unrepresented employees. After meeting and bargaining, we reached a tentative agreement of an additional 1%, for a new total increase of 2.25% for 2022. This adjustment will help with retention and recruitment, maintain pace with our comparable Counties, and maintain internal equity among other County groups.

Should you have any questions, I am available by email at [dlaplant@co.whatcom.wa.us](mailto:dlaplant@co.whatcom.wa.us) or at extension 5306.