

Negotiations Update

International Alliance of Theatrical Stage Employees (IATSE), Local 16

June 28, 2018 UPDATE

As of June 28, 2018, the County of Marin and IATSE representatives have held 10 bargaining sessions.

The County's proposals include the following:

1. **Wages** – The County has proposed to increase base wages for regular-hire employees represented by IATSE as follows:

July 2018 – 2.5%

July 2019 – 3%

July 2020 – 2.5%

The County has proposed to increase base wages for contingent hire employees represented by IATSE as follows:

July 2018 – 2.25%

July 2019 – 2.5%

July 2020 – 2%

2. **Term of the Agreement** – 3 Years (July 15, 2018 – June 30, 2021)
3. **Health** – Since February 2018, the County has been in the process of finding a sustainable and viable health plan to replace its current Anthem Blue Cross PPO medical plan, which has grown increasingly unaffordable in recent years. Western Health Advantage HMO appears to be a viable option to replace the existing Anthem PPO, based on the responses the County received to its Health Care Request For Proposal (“Health RFP”).

Teamsters Local 856 would also like the County to join its trust for the purpose of offering the Trust's Anthem PPO plan to County employees.

In response to the Teamsters, the County has proposed that for the term of July 1, 2018 through June 30, 2021 Agreement, the County would participate in the Teamsters Local Union No. 856 Health and Welfare Trust (“Teamsters Trust”) for the sole purpose of offering to its employees the Teamsters Trust's Anthem Preferred Provider Organization plan (“Anthem PPO” or “Teamsters Plan”). The County's participation will be effective the plan year beginning January 1, 2019 and is conditioned upon the County and the Teamsters Trust entering into a

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contract no later than August 17, 2018, for participation in the Anthem PPO, which shall be accomplished through reasonable, good-faith negotiation.

The County's continued participation in the Teamsters Plan would be subject to a review of future renewal rates: Upon the County's receipt of the renewals for its health plans for subsequent plan years (e.g., the Teamsters Trust Anthem PPO Plan ("Teamsters Plan"), Kaiser Permanente ("KP"), and Western Health Advantage ("WHA"))¹, if the Teamsters Plan's required renewal premium rates exceed each of the competing carriers (e.g., KP and WHA) renewal rates by more than 15.0%, the Teamsters Plan will be automatically discontinued as an offering to all County of Marin participants as of January 1st of the immediately following calendar year.

4. **Fringe Benefits** – The County will adjust its health insurance contribution for regular hire employees by 3-5% for the employee + 1 and employee + family levels when the premium increase to the County's Kaiser S plan (or the County's lowest cost HMO at the time) is at least 3%.

The County will adjust its health insurance contribution for contingent hire employees by one quarter of one percent (.25%) effective the first full pay period in July 2018, or following ratification and adoption of the agreement, whichever is later.

Effective the first full pay period in July 2019, the County will adjust its health insurance contribution for contingent hire employees by one quarter of one percent (.25%).

5. **Cash Back** – The County has proposed that there will be no cash back for employees hired on or after July 1, 2018 and for employees who do not receive cash back as of July 1, 2018.
6. **Rental Assistance** – The County has proposed that the parties meet no later than September 30, 2018 to develop a countywide pilot rental assistance program using the \$250,000 that the County has allocated for this program.

¹ These plans are named for comparison purposes only. Should the County offer health plans that differ from the ones listed, the 15% figure will be based upon the rates of the health plans the County intends to offer. Naming of the plans is illustrative only of the current make-up of the County health plans and is not intended to be deemed as having been bargained.

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RideGreen Program – The County has advised IATSE that it intends to increase commuter incentives for **all** benefits eligible County employees (RideGreen is a countywide program) as follows:

Bike Incentive:	\$40 per month
Carpool Incentive:	\$40 per month
Transit Incentive:	County will match employee contributions up to \$40 per month
Electric Vehicle Charging:	Reduce daily fee for charging electric vehicles for employees from \$4.00 to \$2.00.

The parties will return to the bargaining table the week of July 9.