

Negotiations Update

Marin Association of Public Employees (MAPE) – General Unit and Health & Human Services Unit

June 15, 2018 UPDATE

Day 2 of Mediation: The County and MAPE held their second day of mediation on June 15. The County passed a proposal regarding participating in the Teamsters Trust Health and Welfare Trust for the purpose of offering the Trust's Anthem PPO plan to County employees (see details below).

The parties broke for the evening around 8:30pm having reached a tentative agreement on including Flex Time/Alternative Work Schedules language in the HHS contract and each party withdrawing proposals in an effort to move closer to an overall agreement.

We look forward to continued progress when we resume for our 3rd day of mediation on Monday, June 25.

Day 1 of Mediation: The County and MAPE began mediation on June 13 with a State Mediator. The mediator started the day by holding a joint session with the parties and then spent the rest of the day meeting with the parties separately, bringing concepts and counterproposals back and forth between the parties.

The parties ended the day by reaching a tentative agreement that preserves the County's ability to contract out custodial/building maintenance services at its property at 1600 Los Gamos. Additionally, maintenance workers may maintain or request alternative work schedules, consistent with existing contract provisions.

We broke for the evening at around 7:00 pm and look forward to continued progress when we resume for our 2nd day of mediation on Friday, June 15.

As to the County's proposals, they remain as described below:

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

July 2018 – 2.5%

July 2019 – 2.5%

July 2020 – 2%

2. **Term of the Agreement** – 3 Years (July 1, 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

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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 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 10.0%, 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 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%.
5. **Cash Back** – The County has proposed to gradually reduce all forms of cash back of unused fringe benefit monies for employees who receive County health benefits over the life of the new labor agreement as follows:

Effective July 1, 2018 – cap of \$100 per pay period

¹ These plans are named for comparison purposes only. Should the County offer health plans that differ from the ones listed, the 10% 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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Effective July 1, 2019 – cap of \$75 per pay period

Effective July 1, 2020 – cap of \$50 per pay period

In addition, 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. **Vacation** – The County has proposed to 1) eliminate the highest level of vacation accrual for employees in the General Unit (i.e., the 30-year accrual level where employees earn 30 vacation days per year; 2) Increase by one year the time it takes for employees to reach an increased vacation accrual level; and 3) eliminate the County’s penalty payment if for business reasons, the county must rescind its approval of an employee’s vacation time off.
7. **Overtime** -The County has proposed that overtime will be paid based on actual hours worked (instead of hours in paid status) in excess of 40 or 37.5 hours per week.

Signed Tentative Agreements to date:

1. **Shift Differential** – The County has proposed to clearly differentiate between the swing and grave yard shifts. Currently, the swing and graveyard shifts overlap by 2 hours (10 PM to 12 midnight). Our proposal seeks to clearly define swing as 5 PM to 10 PM and graveyard as 10:00 PM to 8 AM.
2. **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.
3. **New Employee Orientation** – The County shall provide the Union written notice of county-wide new employee orientations. The County shall make best efforts to provide the Union with contact information for employees in the bargaining unit every 90 days, but no less than once every 120 days.

In addition, the parties have reached agreement on several contractual clean-up items and on the terms of the Countywide RideGreen program with the following benefits:

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.