

## Negotiations Update

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

June 25, 2018 UPDATE

**Day 3 of Mediation:** The County and MAPE held their third and possibly last day of mediation on Monday, June 25. In spite of the County's response to several of the union's demands, MAPE did not respond to any of the County's proposals other than to inform the mediator that the County's package was insufficient.

MAPE ended the parties' scheduled full day mediation session at approximately 1:59 PM after informing the County, through the mediator, that it would be sending the County its declaration of impasse and intent to strike. MAPE subsequently sent its formal written declaration of impasse and notice of the upcoming strike on July 1, 2 and 3.

The County's June 25 proposals constituted an additional \$2 million in the total package to MAPE-represented employees. In total, the County's comprehensive package made to the Union has a total value of over 9% over the three-year term:

1. **Term of the Agreement** – 3 Years (July 1, 2018 – June 30, 2021)
2. **Wages** – The County has proposed to increase base wages for employees represented by MAPE as follows:
  - July 2018 – 2.5%
  - July 2019 – 3%
  - July 2020 – 2%
3. **One Time Payment** – A one-time non-pensionable payment of \$1000 for employees whose annual salary is less than \$90,000 (including cashback and hold harmless) and \$500 for employees whose annual salary is \$90,000 or more (including cashback and hold harmless).
4. **Equity Adjustments**
  - **Cadastral Mapper II:** An additional 13% wage adjustment in the first year of the agreement
  - **Deputy Public Defenders:** The County has proposed that the Deputy Public Defenders receive an additional 1.5% in July 2018, 1% in July 2019 and another 1% in July 2020.

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5. **Jail Assignment Differential** – An additional 10% hourly differential to the Stationary Engineer, Building Maintenance Worker II and Clinical Psychologist II when assigned to work in the County Jail.
6. **Cash Back** – The County has withdrawn its proposal to gradually draw down the cash back over the life of the Agreement. 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.
7. **Emergency Response Pay for Child Protective Services/Adult Protect Services** – The County has proposed to increase the current flat dollar emergency response pay by 5% effective July 2020.
8. **Hold Harmless Payments** – The County has proposed to buy-out the additional cash back known as “hold harmless payments” that certain County employees receive at an amount equivalent to two full years’ worth of these payments.
9. **Health** – 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”))<sup>1</sup>, 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 1<sup>st</sup> of the immediately following calendar year.

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<sup>1</sup> 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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### 10. **Fringe Benefits** –

- Increase the salary threshold for fringe differentiation from \$70,000 to \$74,000 for plan year beginning January 2019.
- 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%.
- The County will freeze employee-only biweekly fringe adjustment until health premiums reach current employee-only allocation.

11. **Footwear** – While the parties continue to negotiate specific language, the parties have agreed in concept to include part-time employees and contingent hire employees (“extra hires”) in the footwear allowance.

12. **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.

13. **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.

**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 3<sup>rd</sup> 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

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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 2<sup>nd</sup> day of mediation on Friday, June 15.

### 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.