

## **Whatcom County – 2021 Contract Extension and Job Share LOA Summary of Changes**

### **2021 Contract Extension/Rollover Summary** (in numerical order from the document):

1. No financial takeaways - 2020 salary matrix applies for wages, but with a me-too clause (see #14 below).
2. Medical: WA Teamsters Welfare Trust (WTWT) Plan B with a 3 month waiver of contributions
  - Dental & vision: no change
  - Life Insurance: face amount of \$50k
  - Waiver of contributions: 9 months, with additional 3 months from #1 above (12 months total)
  - Time loss: WTWT Plan D of \$100/week
  - Long Term disability: no significant change
3. Life insurance incorporated in Article 23.1
4. Long term disability incorporated in Article 23.1
5. Disputes over coverage removed b/c no longer applicable
6. County pays current rate of \$1,291 for medical and time loss
  - If \$1,291 goes up, then the employee is responsible for the difference (not likely or significant, if so)
  - County pays in full for everything else in #2 above
7. Two-month eligibility lag for new employees (not significant)
8. Current Job Share Agreement to be replaced with LOA 2 below
9. Removed because no longer applicable
10. Commitment to mitigate COVID19 budget impacts and to prioritize job stability
11. Order of cost savings measures, if necessary
12. Agree to good faith negotiations for 2022 contract
13. Disputes over Agreement go to grievance process
14. Me-too clause: if any other group of employees (except those subject to interest arbitration) gets a wage increase then so do you
15. Amendment requires mutual agreement

### **Job Share LOA Summary:**

1. Current job share employees are grandfathered one time (will need to bargain possible extension for 2022)
2. Job-share employees are financially responsible for 1/2 of all of WTWT Plan B and D benefits (\$651.20), regardless of level of coverage
3. If one of the current job share employees leaves, then 1.0 FTE position will be offered to the other job share employee  
If they do not accept it, then possible part-time recruitment
4. Everything else is current language and/or self-explanatory