

Master Contract Negotiations Minutes

February 24, 2022, Meeting Minutes

Those in attendance:

County's Negotiation Team:

- Joshua Groat – Chief Negotiator/Employee & Labor Relations Manager
- Heather Kvokov – HR Generalist
- Sara Erb – HR Generalist
- Randy Bischoff – Chief Deputy Auditor
- Tony Hall – Purchasing Manager
- Patricia Cruz – Administrative Assistant 3/County's Note taker

Union's Negotiation Team:

- Gordon Smith – Chief Negotiator/Council 2 Representative
- Brian Rheingans – Local 1135 President
- Patty Bonner – Local 1135
- Allyson Barnes – Local 1553 President (via Zoom)
- Gwen Outen – Local 1553 (Via Zoom)
- Mindy Ensign – Local 1553
- Cindy Thompson – Local 1553
- Nathan Lawless – Local 1553 (via Zoom)
- Tiffany Kinnick – Local 492-SP President
- Teresa Keith – Local 492-SP
- Kelly Matthews – Local 492-SP (via Zoom)
- Heidi Bulkley – Local 492-J President (via Zoom)
- Jackelyn Geurin – Local 1135
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Meeting called to order 10:19am

GS: passed out response to County's non-economics, covered what has changed
(all comments made by Gordon unless otherwise specified)

Prop #3 Union Security

Article 5.7.1- OK with County's addition if County agrees to drop language regarding bump back to previous position

Article 5.7.2: TA- % and part time are one and the same

Article 5.7.5: Union added "receives benefits on a true pro-rated basis"
(discussion about pro-rated benefits and medical/dental premiums)

Need to Caucus regarding to 5.7.4, more to come

HK – clarify what the language on a "true pro-rated basis" (provide the percentage policy to union for review)

Prop #8 Hours of Work

Article 12.1.3: Counter adding the word consecutive, making it a min of two days off, if agreeable to that then we are to the rest. Making it clear employees get 2 days off of rest. If County agrees, Union agrees.

Article 12.1.4: unstrike "to negotiate the effects"- union wants to reserve the right, to make sure we have the ability to influence decision.

Prop #10 Shared Leave

- GS: Union is fine with policy language, but counter provides certainly for term of CBA- that policy won't be changed during the term of the agreement.
- JG: Policy can be changed at any time. Following policy ensures they won't be locked out (if MC is locked into alternative language). May mean other groups cannot donate to MC members. We are just looking at saying if you want the benefits then follow the policy.
- GS: question about the shared leave policy- to be eligible, employee's need to follow sick leave policy. GS is accustomed to not including entire policy in a CBA, but want to make sure it doesn't go away during term of CBA. To be available employee must follow the county sick leave policy, how and what do we do to determine if someone is violated that.

Prop #11 Seniority

Appreciate our work on Article 16.

- GS: We have two unions 492SP and 1135 have unique language that is near and dear to them
- JG: in looking at various supplementals, didn't see much difference
- GS: will look at it further

Prop #12 Discipline and Discharge

17.6- want to maintain ability to grieve oral reprimands

Prop #13 Grievance Procedure

Article 18.3.1 – counter – impossible to concurrently send grievance to HR sometime, (example of hard copy being filed out in the field). Not problem with HR having a copy, and we will get it to you as soon as possible. Union agrees to get copy to HR as soon as they can. May not be at the very same time.

Prop #14 Promotions/Vacancies/Lateral Transfers

- GS: Trying to find a compromise- has identified departments where it would be troublesome to go 100% electronic. For those specific departments, please continue to process a posting.
- JG: only Master contract or county wide positions?
- GS: will discuss and get back to us

GS – thinking that is all we have for now

(end of Union's response)

Caucus 10:34am

Reconvene 11:42am

County passed out County's response to union's response as presented earlier today. 3 different packages of docs (all comments made by Josh G. unless otherwise specified)

Packets: Amended non-econ
 Initial econ proposal

Response to Union's econ proposals

Amended non-economic proposals:

Prop #2 Union Recognition and Bargaining Units

Dropping insistence on Risk Management come out of bargaining unit.

Prop #3 Union Security

Article 5.7.1: Position or positions without approval from previous head. Do not want to force another union contract to have to accept a bump back. Added with concurrence of Department Head/Elected Official.

Article 5.7.5: want to be consistent with County policy- clarified working less than 37.5 hrs/week, but 50% or more.

(discussion around premium costs for percentage- 20%)

Prop #5 Union Activities/Functions/Business

Article 7.1 – absences at any 15 minute increments

Prop #6 Annual Leave and Prop #7 Sick Leave

No changes

Prop #8 Hours of Work

Article 12.1.13 – missed and want to discuss

Article 12.3:

- Brian Rhen- what about comp time?
- JG: no response yet

Prop #10 Shared Leave

Follow County's existing Shared Leave policy

- GS: any plans to change policy?
- JG: who knows- cannot say what may change in the future

Prop #11 Seniority

No Change to seniority, want the info from you about 1135, 492 SP. Waiting to hear differences union pointed out.

Prop #12 Discipline and Discharge

County withdrawing - TA

Prop #13 Grievance Procedure

Just have to ask if we got it on day 6 or day 10 would that mean it was invalidated. NO that would be bad labor relations. "when practicable"- County proposes w/in 5 business days

Prop #14 Promotions/Vacancies/Lateral Transfers

Union proposed specific language

- JG- explained County's current practice of sending out a summary doc each Monday- if current practice is acceptable... TA

Prop #16 General Conditions, Prop #17 Lockout and Strikes, Prop #20 Appendix "6" Shared Leave, Prop #21 Appendix "7" – Classification/Reorganization, Prop #22 Appendix "8" Seven Tests of Just Cause and Prop #23

No changes to County's initial proposals

Prop #22

County withdrawals

- GS: Job Share: wants to revisit.
- JG: a job share will equate to (2) 50% employees
- GS: union needs to discuss further

GS – give me a second before we move on to other documents.

Responsive to some of your earlier questions.

Prop #20

Shared Leave:

Do you see that still happening? We think of these as two percentage positions moving forward.

Just a heads up Union still not there yet, having a strong degree of certainty is an desire remains their interest, if county wants to make changes during term of CBA, we would be interested in negotiating those changes to be by mutual agreement.

Seniority:

Differences identified- 492SP Article 7.5 talks about disciplinary suspensions won't affect bidding (in terms of seniority).

Seniority connected in terms of bidding. Unpaid status will not affect the ability to have a seniority language

7.6 probationary language- references hours. Dramatic difference – in 1135, we called it out in the contract. 1135: has a lot more uses of seniority referenced throughout their supplemental. (e.g. special crews, bidding out of districts, equipment bids, etc.)

- G: Promotions/posting: summary of all positions in County?
- JG: Yes- all openings CW (not just MC)

Packet County's economic proposals

JG: Our econ package are based off of our non-economics. Union needs to determine their priorities. What is important to you. If priority is wages, need to move on non-econ issues. If priority is non-economic issues, may affect County economic package. If you want firm language about things such as shared leave then need lower

Prop #1 Article 8 – Holidays

492SP and 492FC follow Sheriff's dept- they have their own set of holidays

Day after Thanksgiving (not always 4th Friday in November)- just clean up

Strike that 1135 observes MLK and floating holiday as in supplemental- will follow MC

- GS: In terms of MLK, given when it falls, likely 1135 will be out plowing. Will be more costing, as County's proposal = holiday pay exposure.
- JG: correct.

Article 8.2: day for day clarification

Article 8.3.3: clarification. Mutual agreement between Employee and Employer on when to take

Prop #2 Article 11 – Insurance Benefits

Insurance benefits- intent is not to take away current medical plans. May we make adjustments? Yes. But not looking to gut them. Also looking at adding additional plans- won't likely make a lot of changes to current plans. Will continue to offer PPO and HMO, but gives County flexibility to add new and different plans (e.g. HSA plan)- younger employee's don't use medical as much, so they want flexibility.

- ME: ability to change deductible
- JG: potentially, yes

Article 11.7: Healthcare committee isn't a functioning committee

Article 11.8: WA State Law... rates are subject to change

Article 11.9: who knows when/if that will go into effect

Prop #3 Article 15 Wages

County's offer is significantly different than Unions initial wage proposal.

Ours are very different than yours, implement the classifications study, Employee to closest step. Placed then an additional 1% (effective 1st full pay period following ratification and the BoCC agreement)

- GS: is there a single document showing mapping? one document for all information of actual movement on the step scales. Where will people be mapped to on the new scales
- JG: yes, we could put something together- lots of classifications
- JG: 1/1/23- 1% COLA; 1/1/24- 1% COLA
- GS: contingent on lag pay?
- JG: no

Article 15.4 striking, per lag pay prop

Prop #4 Article 15 – Shift Differential

Nothing clearly defined in supplementals regarding shift differential, proposing a standard definition of specific shifts eligible for differential. Wherever majority of shift falls.

492J only one that has specific language. We are trying to create standardized language, exempt start at 8-5, no shift different, start at 11-7 majority of shift is afternoon shift then shift different for full shift.

- PB: impact on 1135? (e.g. early morning shift)
- GS: will caucus

Prop #5 Article 15 – Reporting Time & Call Back Pay

If no work, County would send people home but employer will not pay employee. No work use their own time
Call back pay- reduced from 4 hours to 1 hour. Scheduled meetings & trainings don't fall under call back.

Prop #6 Article 15 – Overtime

Overtime – big change for group – if meet FLSA standards and state of Washington standards will no longer be eligible for OT. Removing daily overtime,

- GS : How do we determine how we note if they are exempt or non-exempt. Have we identified which are exempt?
- County: yes- all classifications are designated and Classification report shows

Article 15.7.3: no more daily OT

Article 15.7.4: juvenile has different calculation for OT eligibility

Article 15.7.6: OT eliminated based on weekly hour. No daily OT. Anytime above fulltime in a week will get OT.

- HB: in striking language, this significantly impacts detention & probation- has JG spoken with dept heads?
- JG: yes, I have talked with some, but not all

Prop #7 Article 15 Comp Time

Standardizing comp time for all departments- must have mutual agreement to receive comp time vs. OT pay; increases bank of hours available. Similar to what is in 1553 supplemental.

15.8.1 – new updated language

If at 80 hours in bank, cannot accrue more comp until drop below 80, paid at time and one half.

Prop #8 Article 15 Longevity

Remove the cooks they will follow county longevity as outlined here.

Removing specific clause referring to 492RFC- following longevity in prior agreement.

- GS: any impact to other members of 492FC?
- JG: no- everyone should be following same longevity plan

Prop #9 Article 15 Out of Class Pay

Want consistency across the board (vs. referral to supplemental agreements); proposed language is similar to 1553 supplemental.

Prop #10 Article 15 Step Increase Process & Methods Of Payment

Step increase process- upon new hire or promotion- 1 step increase; annual step increases- 2 step increase. language struck is from when moves to 13 step, current practice.

Article 15.12: Direct deposit and clarification of correction paycheck. just removing dates, struck a paycheck to correct error, will be on next paycheck

Prop #11 Article 15 Advance Step Placement

New

- GS: is policy similar?
- JG: County- different.
- GS: Could County send policy to me?
- JG: Yes

Prop #12 Article 22 General Conditions

Safety Shoes & Mileage

22.5 and 22.7 moved to economics – added business related miles. Eliminated assessor MOU.

- GS: intended to eliminate Assessor's supplemental?
- JG: yes
- JG: Any question?
- GS: Not at this time.

County's response to union's econ proposals:

Prop 2 (Wages): Reject, County has own proposal

Prop 3 (Medical Benefits): Reject, County has own proposal

Prop 4 (Wage Study): Reject. Master Contract was a closed at the time. County had no obligation to grant or bargain implementation at that time.

Prop 5 (Retention Incentive): Reject.

Prop 6 (Service Enhancement Pay): Reject.

Prop 7 (HRA/VEBA): Reject.

Prop 10 (Juneteenth): Leaving open

Prop 11 (PTO): Reject. Too messy & complicated when it's optional- some in, some out.

Prop 12 (COBRA): Reject. Will continue offering to employee as law requires.

Prop 15 (Sick Leave): reject conversion from sick leave to annual leave. It's not there as a benefit- it's provided in case you get sick and need it. We are not doing a conversion.

Prop 16 (Holidays): Reject. Union insists we bargain everything else. Employer isn't going to give union a holiday just because it's declared. If you want to negotiate everything else so we can negotiation this.

- GS: good time for a break.

Break at 12:28pm

Reconvene 2:53pm

- GS: Questions for clarification. Page 8 economic proposal – in combination with page 15, 15.1 places on wage scale, implementation of classification study. The study provided options to move to steps. Being placed on new wage scale- implementation of class study?
- JG: correct

- GS: assumption that employees will have future step increases?
- JG: Employee may be at top of current scale but is mapped over to mid-point of new scale (step closest to their current hourly rate); instead of being topped out, employee now has room to grow throughout scale.
- GS: are steps different than 5.12%?
- JG: still 13 steps... each step = approx. 2.8%, 2 steps = 5.6%
- GS: what does this mean to each classification?
- ME: "regular rate"- what is that?
- JG: base hourly rate. Not getting rid of all the other extras, just not a consideration in mapping. (discussion about which table to use... 1/1/22 wage table includes 3% COLA that non-reps received.)
- GS: rationale for 1%, 1%, 1% when well-advertised that non-reps got 3% for 1/1/2022
- JG: it's our initial proposal, not our final proposal
- GS: keeping County's total comp philosophy in mind, union is disappointed in County today. Had members been privy to Evergreen study when non-reps were, taking a sampling of some classifications, given no implementation in July 2020- example of Paralegal 2 losing out on \$31,985. Accounting Tech 2 lost out on \$17,900+, etc. Mutual interest in correcting recruitment/retention problem- a long way apart right now.

Scheduled for next week Wed 9-4.

Meeting adjourned 3:02pm