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7/6/21

Agreement
By and Between
Clallam County

And

The Washington State Council of
County and City Employees, Local 1619-MP
For the Period

July 1, 2021 – June 30, 2024

Contract Extension Agreement

MANAGERIAL AND PROFESSIONAL

CONTRACT EXTENSION AGREEMENT
Clallam County/AFSCME 1619-MP
2021-2024

Clallam County (“the County”) and AFSCME Local 1619-M&P (“the Union”) have by mutual agreement modified the Collective Bargaining Agreement (to include current Extension Agreement expiring June 30, 2021) as follows:

Article 1 – Term of Agreement. Revise as follows:

This AGREEMENT shall be effective as of July 1, 2021 and shall continue in full force and effect through June 30, 2024.

This AGREEMENT shall supersede all previous agreements signed between the County and the Union relating to wages and conditions of employment. This Agreement shall take effect on July 1, 2021 or the first of the month following ratification and signature by the parties, whichever is later.

Article 10.2 – Earned Leave, add a Memorandum of Understanding:

Employees may carry over an additional five (5) days (forty (40) hours) of vacation from calendar year 2020 into calendar year 2021, for a total maximum earned leave carryover of up to sixty-five (65) days (five hundred twenty (520) hours). The additional five (5) days of carryover vacation must be used by December 31, 2021. The fifty (50) day cash out provision of Article 10.2 shall continue to apply. This will expire December 31, 2021 and any unused vacation carryover will expire on that date.

Article 10.3 – Health and Welfare Coverage, revise as follows:

10.3 Health and Welfare Coverage. During the life of this Agreement, the County will provide Health Care Insurance for employees and their dependents who meet hours of eligibility as specified in Article 2 and in the Teamster Trust. Hours worked in one month qualify an employee for insurance in the following month under the Teamster plan. Lump sum payments made upon termination of employment are not payments which result in eligibility in the next month.

Effective July 1, 2021, the County shall pay up to one thousand one hundred thirty five dollars (\$1135.00) monthly toward the medical, dental, vision, life, AD&D, time loss, dependent life, and/or disability waiver premium costs for benefits elected by the bargaining unit. Premium costs above this amount shall be paid by the employee by way of payroll deduction. Effective January 1, 2022, the County shall pay up to one thousand one hundred eighty-five dollars (\$1185.00) towards a new employer cap. Effective January 1, 2023, the County will pay up to one thousand two hundred thirty five dollars (\$1235.00) toward the cost of insurance and the employee shall pay the difference by payroll deduction. Effective January 1, 2024, the County will pay up to one thousand two hundred eighty five dollars (\$1285.00) toward the cost of insurance and the employee shall pay the difference by payroll deduction.

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Effective July 1, 2019, in lieu of an increase in the County's contribution towards the premium costs for the benefits identified above, the County shall contribute \$25 monthly to an HRA VEBA. The bargaining unit has elected:

Teamster Medical Plan Z

Teamster Dental Plan A

Teamster Vision Plan EXT

Both parties reserve the right to reopen this Article 10.3 concerning the cost of insurance benefits, plan design, and the employee and County share of the cost of insurance benefits. If reopened, the parties will schedule bargaining during the months of November and December or in a timely manner. Bargaining will occur between the County and AFSCME 1619MP. The parties shall exchange proposals and data in advance and shall not be required to meet for more than one day of bargaining. The result of negotiations will be either an agreement reached by the parties in bargaining or the agreement reflected in this article with respect to costs.

(New) Article 10.7 – Length of Service Contribution:

To recognize continuous length of service with the County (defined as length of service with the County without a break in service of one hundred eighty (180) consecutive days or more), the County shall provide an additional monthly medical contribution on behalf of each eligible regular full-time employee (minimum thirty-seven and one-half (37.5) hours per week) based on length of service at the rate below. Any eligible employee receiving an evaluation having an overall rating less than satisfactory/meets standards/meets expectations shall have this benefit suspended until such time as an overall satisfactory/meets standards/meets expectations (or higher) evaluation is received.

- Completion of ten (10) years (anniversary date beginning 11th year of service) – Sixty-five dollars (\$65.00)/month
- Completion of fifteen (15) years (anniversary date beginning 16th year of service) – One hundred dollars (\$100.00)/month
- Completion of 20+ years (anniversary date beginning 21st year of service) – One hundred thirty-five dollars (\$135.00)/month

(New) Article 10.8 – COVID-19 Leave:

Effective July 1, 2021, regular full-time employee (defined as thirty seven and one-half (37.5) hours/week) shall be eligible for up to an additional eighty (80) hours of paid sick leave during the 2021 calendar year for absences caused by COVID-19 related illness or mandatory quarantine because of COVID-19 infection or exposure. This is a contingent benefit and shall have no cash-out value should the benefit not be utilized by an employee, nor shall there be carryover of unused COVID-19 leave into the next calendar year. This benefit is retroactive to January 01, 2021 and requires that a physician or the Clallam County Health Officer provide verification to Human Resources.

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(New) Article 10.9 – COVID-19 Vaccine Benefit:

Each full-time employee (defined as thirty seven and one-half (37.5) hours/week) who presents proof of completed COVID-19 vaccination treatment to the Human Resources Department (through presentation of a vaccine record from an accredited state agency or health care provider) shall receive sixteen (16) hours of floating holidays in the calendar year in which the employee completed vaccine treatment. This is a one-time benefit and shall have no cash-out value nor shall there be carryover of unused hours into the next calendar year.

No changes to the rest of Article 10.

Article 11.1 – Wages, revise as follows:

As of January 1, 2014, employees shall be paid at the appropriate range and step of the Salary Plan attached as Appendix B, which represents the wage established for FLSA salaried and exempt County employees not represented through collective bargaining for 2014. The Appendix B schedule has been computed as 95% of the 2013 forty (40) hour salary schedule after restoration of concessions, which then was increased by one percent (1%). The January 2021 wage scale shall be adjusted progressively as follows to reflect yearly COLA's:

- July 1, 2021, one percent (1%) Cost of Living Adjustment
- January 1, 2022, two and one half percent (2.5%) Cost of Living Adjustment
- January 1, 2023, two and one half percent (2.5%) Cost of Living Adjustment
- January 1, 2024, two and one half percent (2.5%) Cost of Living Adjustment

The base salary provided for in this Article shall not be reduced during the term of this Agreement, provided however that if grant funding is reduced, the salary of bargaining unit employees whose position(s) are funded by the grant may be reduced as a partial layoff as necessary to maintain the grant funded program within revenues provided by the grantor. The hours of an employee so affected shall be reduced accordingly. (footnote remains in contract)

No changes to the rest of Article 11.

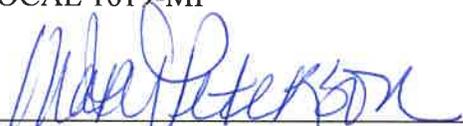
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Clallam County/AFSCME 1619-MP
2021-2024

Date Signed
by Union: 7/6/2021

Date signed
by County: 7/6/21

THE WASHINGTON STATE COUNCIL OF
COUNTY AND CITY EMPLOYEES,
LOCAL 1619-MP

CLALLAM COUNTY
BOARD OF COMMISSIONERS



Mary Peterson, Local President



Mark Ozias, Chair



Aaron Cole, AFSCME Representative



Bill Peach



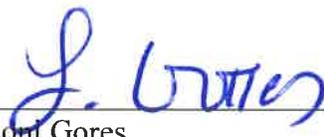
Randall Johnson

APPROVED AS TO FORM:

ATTEST:



Matt Lynch, Employment Counsel



Lori Gores
Clerk of the Board

