

Negotiations Update

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

June 13, 2018 UPDATE

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** – The County is in the process of finding a sustainable and viable health plan to replace its current Anthem Blue Cross PPO medical plan, which has grown increasingly unaffordable in recent years.
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:

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

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.

RideGreen Program – MAPE also proposed increases to the County’s RideGreen program benefits. Since RideGreen is a countywide program, we have responded that the County would increase commuter incentives for all benefits eligible County employees as follows:

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.

Signed Tentative Agreements to date:

1. **Shift Differential** – The County has proposed to clearly differentiate between the swing and graveyard 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.

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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.