

Negotiations Update

Marin County Management Employees' Association (MCMEA)

May 22, 2018 UPDATE

As of May 22, 2018, the County of Marin and MCMEA representatives have held 14 bargaining sessions.

The County's proposals include the following:

1. **Wages** – The County has proposed to increase base wages for employees represented by MCMEA as follows:

July 2018 – 2.5%

July 2019 – 2%

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% 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:

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

Effective June 30, 2021 – elimination of cash back

6. **Vacation** – The County has proposed to 1) eliminate the highest level of vacation accrual for employees (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

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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.
8. **Shift Differential** – The County has proposed to clearly define swing as 4 PM to 12 midnight and graveyard as 12 midnight to 8 AM.
9. **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.

The parties continue to discuss their outstanding proposals and will return to the bargaining table on May 29 at 10:00 AM