

Negotiations Update

Teamsters Local 856 – Probation Workers Unit

June 7, 2018 UPDATE

As of June 7, 2018, the County of Marin and Teamsters representatives have held 13 bargaining sessions.

The County's proposals include the following:

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

- 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 all cash back

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.

Negotiations Update

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, and 2) Increase by one year the time it takes for employees to reach an increased vacation accrual level.

7. **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.

RideGreen Program – The County has advised Teamsters 856 that it intends to increase commuter incentives for **all** benefits eligible County employees (RideGreen is a countywide program) 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.

The parties continue to discuss their outstanding proposals and will return to the bargaining table on June 18, 2018.