

## Summary of Tentative Agreement between Clark County Washington and Coalition of Unions

- **Length of Agreement:** Three (3) years (July 2018-June 2021)
- **Elimination of the PTO program:** all employees will move to standard Vacation & Sick Leave accruals by Dec. 31, 2018
- **Annual salary adjustments:** 2.2% in each year of the contract with a “Me Too” clause that guarantees if non-represented employees receive an adjustment of higher than 2.2%, Coalition members will also receive the higher amount
- **Vacation Leave:** New language and table added (effective Jan. 1, 2019) capping employees at 20+ years at a 400-hour maximum accrual. New language grandfathering those employees who are above the new maximum accrual on Jan. 1.
- **Vacation Sellback:** Program has returned and language added to Article 13. Must elect by end of year before you intend to sell hours. Must use 40 hours of leave before selling.
- **3<sup>rd</sup> floating holiday!**
- **Sick Leave:** lots of language updates to comply with new Washington State Sick Leave Act. Employees will a Sick Leave Reserve bank shall have all hours converted over to Sick Leave upon ratification.
- **Insurance:** the Washington State Sick Leave Act set up a bank to pay for FMLA leave. Employees shall pay into the bank for one year (starting Jan. 1, 2019) and will be able to utilize in the 2020 calendar year.
- **Substance Abuse Free Workplace:** Lots of language updates to comply with changes to OSHA and DOL regulations.
- **Healthcare Benefits:** No change to amount of County contribution. Agreement that the County shall conduct an assessment of the Healthcare Committee and their process. Agreed to re-open for this issue only if problems are found that need to be addressed with the Healthcare Committee.
- **Clothing Allowance (L17 only):** \$200 annually and additional classifications eligible
- Positions approved for **Compensation Study (L17 only):**
  - Real Property Appraiser I
  - Capital Project Manager (series)
  - Engineer (series)
  - Weed Technician