



Summary of 2018-2021 Collective Bargaining Agreement

Find the complete agreement here: <https://www.clark.wa.gov/human-resources/documents>

- **3rd floating holiday** starting in 2019!
- **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 or other bargaining units (excepting sheriffs) 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 who’ve been with the County 20+ years at a 400-hour maximum accrual. There is also new language grandfathering those employees who are above the new maximum accrual on Jan. 1.
- **Vacation Sellback:** The program has returned and language added to Article 13. Employees must elect by end of year before you intend to sell hours. Must use 40 hours of leave in the next calendar year before the payout will be credited.
- **Clothing Allowance:** Increased to \$200 annually (available now!) and additional classifications eligible. See CBA for full list of classifications.
- Positions approved for **Compensation Study** (**These studies have not been completed and are not yet reflected in the online CBA**):
 - Real Property Appraiser I
 - Capital Project Manager (series)
 - Engineer (series)
 - Weed Technician
- **Sick Leave:** lots of language updates to comply with new Washington State Sick Leave Act. Employees with 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

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in the 2020 calendar year. This is a program adopted at the state level that all employers had to comply with.

- **Substance Abuse Free Workplace:** Lots of language updates to comply with changes to OSHA and DOT 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.