



Whatcom County Public Health 2015-2016 Contract Summary

A message from the bargaining team:

Thank you for your patience during this process. This is a summary, a copy of the full proposal from the County with changes can be found at: http://www.pt17.org/units/health/whatcom/PDFs/WCHD_TA_2015-16.pdf

1. **Articles 5 & 6 – Benefits for less than full-time employees: Sections 5.3.2 and 6.4.1**

- Less than 1.0 FTE employees will not get pro-rated benefits (holidays and vacations) for extra hours worked due to lack of use and a payroll issue. They will, however get compensated at the appropriate rate for additional hours worked. The County has proposed to remove both sections from the agreement.
- There should be no impact to current employees. Payroll records reflect no payment made for this for at least the past 1.5 years.
- Contractual premium pay would be earned for work in excess of 8 hours/day and per Section 4.4.1. Comp time is available per Section 4.13.
- Vacation and holiday pay would accrue based on budgeted FTE per Sections 6.2.1 and 7.2.1.

2. **Article 11 – Wage Increase: Section 11.1**

- Employees will receive a 1.7% increase in 2015 and 2016 retroactive to January 1, 2015.

3. **Article 14 – Position Realignment: Section 14.5**

- When members apply for position realignment for their classification, they can present additional comparables from counties and health districts as well as additional relevant information.
- This is at the County's discretion, but they cannot unreasonably deny a comparable.

4. **Article 23 – Group Insurance: Sections 23.1 through 23.7:**

- The County will agree to cover the flat rate amount of \$1080.50 per month to cover the increase from 2014 for both 2015 and 2016. Additionally, employees will be required to pay \$84.90 for the Contributory Cap Plan for 2015 and 2016.
- If there are changes to the benefits structure, the County agrees to allow the Union participation in the Medical Advisory Committee.

5. **Article 25 – Duration and “Me, Too” Clause**

- The contract would be effective until December 31, 2016.
- If another group (excluding interest arbitration groups) receive a better settlement, we can negotiate the difference.