



Board of County Commissioners Agenda Request

5A

Agenda Item #

Requested Meeting Date: 12/11/2018

Title of Item: Ratify 2019-2020 Teamsters Agreements

<input checked="" type="checkbox"/> REGULAR AGENDA <input type="checkbox"/> CONSENT AGENDA <input type="checkbox"/> INFORMATION ONLY	Action Requested: <input checked="" type="checkbox"/> Approve/Deny Motion <input type="checkbox"/> Adopt Resolution (attach draft) <div style="text-align: right; font-size: 0.8em;">*provide copy of hearing notice that was published</div> <input type="checkbox"/> Direction Requested <input type="checkbox"/> Discussion Item <input type="checkbox"/> Hold Public Hearing*
Submitted by: Bobbie Danielson	Department: Human Resources Dept.
Presenter (Name and Title): Bobbie Danielson, HR Director	Estimated Time Needed: 3
Summary of Issue: The employer and Teamsters General Local Union No. 346 Licensed and Non-licensed Essential Units have reached agreement. The unions voted to ratify the Agreements. A red-lined copy is attached. Seeking ratification from the Board. Following are settlement highlights: <ul style="list-style-type: none"> • Increase employer paid life insurance from \$15k to \$25k and spouse/dependent from \$10k to \$15k. • Provide a monthly LTD reimbursement for full-time employees. • Licensed essential unit will leave PEIP and move back to Teamsters JC32 health fund 1/1/2019. Employer contribution will increase \$10/month in 2019, to be \$1160/mo (2019) and \$1180/mo (2020). • Amend funeral leave to bereavement leave. • Wages: 1/1/2019 – One-half percent (1/2%) general adjustment, plus one step increase for eligible employees (not to exceed the scale maximum). 1/1/2020 – 1% general adjustment, plus one step increase for eligible employees (not to exceed the scale maximum). • Misc language changes, including early retirement incentive MOA. • The union has signed both Agreements. 	
Alternatives, Options, Effects on Others/Comments: 	
Recommended Action/Motion: Motion to ratify the 2019-2020 Teamsters Licensed Essential unit Agreement and the 2019-2020 Teamsters Non-licensed Essential unit Agreement and authorize staff to sign.	
Financial Impact: Is there a cost associated with this request? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No What is the total cost, with tax and shipping? \$ Is this budgeted? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please Explain:	

Legally binding agreements must have County Attorney approval prior to submission.