

CAT Communication – Contract Negotiations

3/15/2018

MCMEA Negotiation
Team Contacts:

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OBJECTIVES

The Negotiation Team met with the County on 3/6 from 9 AM until 1 PM and on 3/13 from 9 AM until 11:30 AM.

ACTION ITEMS

1. The Negotiation Team and the County continued discussion regarding families and benchmarks to be used for the classification study, as well as the comparable Counties and cities used.
2. The County and the Negotiating Team continued discussions regarding the Request for Proposal that was sent by the County on 2/15/18 to solicit cost and coverage proposals to provide fully insured medical insurance for the County employees and retirees to replace the current Anthem Blue Cross Plan.
3. The County passed 5 Proposals proposing to:
 - Change the shift differential swing hours as well as paying shift differential for hours worked in the swing and/or graveyard shift;
 - Update Retirement language to reflect completion of the elimination of County paid EPMC as agreed to in the 2015-2018 MOU;
 - Remove a side letter relating to a one-time payout issue for ASA and AST classifications;
 - Eliminate unused fringe for those that receive benefits from the County of Marin and change the fringe increases from 3-5% to 3% increases only if the health premium increase of the low Kaiser option is at least 3%;
 - Eliminate the top vacation accrual rate for 30+ years of service tier, increase time required to move up in vacation accrual tiers by 11 months for each tier.
4. The Negotiating Team sent information requests to the County regarding retention, vacancies, classifications that work swing and graveyard shifts, medical coverages, documentation the ASA/AST payout was completed, and pension tiers.

REMINDER

All member MCMEA Meeting!

Date: Thursday, April 19

Time: 11 AM

Location: BOS Chambers

Please complete the MCMEA survey if you have not done so already. You can find the link to the survey at www.newmcmea.org/news. We will review the results at the all member meeting