

Tentative Agreement Reached

As of June 29, 2018, your MCMEA negotiating team and the County of Marin have come to a Tentative Agreement (TA) in regards to the Contract. The following issues were resolved through the bargaining process. Thank you for participating in the *membership survey*, which identified these priorities for the MCMEA negotiating team:

- General Wage increases/Cost of Living Increases — 8% increase over three years: 2.5% in Year one, 3.0% in Year two, and 2.5% in Year three;
- 22 classifications will receive Equity Increases (in addition to cost of living increases) and a side letter to complete studies for 3 additional classifications. The County agreed to return to a collaborative approach to determining comparable counties for future equity studies;
- Secures increases to fringe benefits amounts by 3-5% for the employee+1 and employee+ family tiers, based on increases to health insurance premiums. The fringe amount for employee only shall remain at 514.60 which provides for full coverage for employee only - even with projected increases to health care for the life of the contract;
- Language was secured for the County to offer the Teamster's 856 Health and Welfare Trust Fund - Anthem Blue Cross PPOplan at a significantly reduced rate than the County's current Anthem plan giving members choice in Health Care;
- Maintenance of Cash Back at current level for those eligible to receive up to \$100 per pay period. The proposals to remove and/or reduce the cash back was removed from the table; It will remain in your contract – this affected nearly 45% of our membership;
- Hold Harmless payments will move to a two year cash buy-out – this affected 9% of our membership;
- Maintain the County's obligation to meet and confer before contracting MCMEA work outside of the bargaining unit;
- Vacation accruals and tiers to remain the same. The proposals on vacation which were to slow down vacation accruals, eliminate the 30 year tier, and decrease maximums was removed from the table;
- Signing bonus of \$500 for those making more than \$90,000 per year or \$1000 for those making \$90,000 or less;
- No changes to current retirement contributions.

Upcoming Membership Meetings

July 3rd and July 5th in the BOS Chambers from 12 to 1 PM.

The MCMEA Board will present the contract for a ratification vote.

Voting Instructions

In order for your vote to be counted, you need to attend one of the membership meetings. Absentee voting will be allowed until 5 p.m. on July 9th by sending interoffice mail to James Vilella at 920 Grand Ave. Print and complete your ballot, insert your ballot into a blank envelope and insert it into ANOTHER envelope with your name written on the outside – the ballot is intended to be a secret ballot. Once again, you must be a dues paying member to vote.

Ballots MUST BE RECEIVED BY Monday July 9 at 5:00 p.m. Do not interoffice on Monday, July 9th because it will not arrive on time!

[Click here](#) to view and print the Voting Ballot if you are unable to attend one of the meetings. Reminder: ONLY DUES PAYING MEMBERS MAY VOTE.

MCMEA would like to thank you for your ongoing support, your dedication to your jobs and to the community we serve. Your leadership is appreciated and recognized and our association is stronger with each one of you.