

## MCMEA Bargaining Update

June 22, 2018

MCMEA remains at the bargaining table with the County and we are committed to bargaining in good faith. Earlier this week, we received a comprehensive package proposal from the County. We are working on providing a counter proposal to the County at our next session on Tuesday, June 26. However, MCMEA and the County remain far apart on the following main issues:

- General wage increases. The County has proposed general wage increases of 2.5% in year 1, 3.0% in year 2, and 2.0% in year 3;
- Cost share for health care;
- Reduction of cash back;
- County proposal to eliminate hold harmless payments;
- County proposal to eliminate its obligation to meet and confer before contracting MCMEA work outside of the bargaining unit;
- County proposal to slow down vacation accruals, eliminate the 30 year tier, and decrease maximums.

We have additional bargaining dates set for next week and have reached out to both state mediators and private mediators in the event we need their assistance. MCMEA has not reached impasse, and neither the County nor MCMEA have declared impasse.

MCMEA has made some progress regarding working together with the County on providing an affordable Anthem Blue Cross PPO option to employees through the Teamsters 856 Health and Welfare Trust and on completing the salary survey with agreed upon jurisdictions for potential equity increases. However, the County has only proposed equity increases for those more than 5% below the median wage for comparable jurisdictions, and only for benchmark classifications, not the entire family and MCMEA is NOT in agreement with this proposal.