

## To MCMEA Members – Bargaining Update

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. As MCMEA members in a **current** TA with the County of Marin, your bargaining team and executive board will report to work throughout the MAPE demonstration and we strongly recommend our members do the same. While we in the labor community understand and appreciate their struggle, MCMEA does not endorse a work stoppage for our members; MCMEA has resolved our differences with the County and has entered into this TA with the best interests of our members as a priority. 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 PPO** plan 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.**

MCMEA has been assured by the County that MAPE members and supporters who invoke their rights to honor lawful strikes lines will not be disciplined. The County has worked with all of the Unions to determine essential safety personnel that may not honor strike lines and those individuals are being contacted separately by their Unions, including some MCMEA members. As a reminder, because we have reached a Tentative Agreement with the County, our bargaining team and executive board encourage all MCMEA members to report to work.

MCMEA looks forward to our upcoming membership meeting where we will present the contract for ratification:

July 3<sup>rd</sup> at MCOE 1111 Las Gallinas Ave in the Community Room and,

July 5<sup>th</sup> at BOS Chambers

Meetings will be from 12 to 1:00 – release time is from 11:30 a.m. to 1:30 p.m. for travel

Absentee Balloting will be allowed up until 5:00 p.m. July 9<sup>th</sup> by sending interoffice mail to  
James Villella at 920 Grand Ave.

**Voting Instructions:** In order for your vote to be counted, you need to attend one of the membership meetings, OR 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 9<sup>th</sup> because it will not arrive on time!