



**Contra
Costa
County**

To: Board of Supervisors
From: Monica Nino, County Administrator
Date: August 16, 2022

Subject: Resolution No. 2022/286 approving Memoranda of Understanding between the County and Teamsters, Local 856

RECOMMENDATION(S):

ADOPT Resolution No. 2022/286 approving the agreement for a successor Memorandum of Understanding between Contra Costa County and Teamsters Local 856, implementing negotiated wage agreements and other economic terms and conditions of employment, for the period of July 1, 2022 through June 30, 2026.

FISCAL IMPACT:

The estimated increase in salary costs of the negotiated contract between the County and Teamsters, Local 856 is \$9.5 million for Fiscal Year 2022-2023, \$10.8 million for FY23-24, \$11.4 million for FY24-25, and \$12.0 million for FY25-26. Health care costs for the Teamsters 856 Trust Fund KP Health Plan increases an estimated \$325,000 in 2023, and may adjust in future years dependent upon Kaiser Plan A employee contribution rates. The Juneteenth Holiday will have an approximate cost of \$1.3 million per year for all employee groups in the County. The Pandemic Service Relief Payment has an estimated one-time cost for the nine Coalition unions of approximately \$16.3 million and a County-wide one-time cost of \$22.8 million.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **08/16/2022** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Diane Burgis, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: August 16, 2022

Monica Nino, County Administrator and Clerk of the Board of Supervisors

Contact: David Sanford, Chief of Labor Relations, (925) 655-2070

By: June McHuen, Deputy

cc:

BACKGROUND:

The County began bargaining with the Union Coalition unions on April 18, 2022. A Tentative Agreement was reached between the County and Teamsters, Local 856 on August 3, 2022. The Union completed their ratification on August 13, 2022. The resulting Tentative Agreements between the County and the Union, attached, includes modifications to wages, health care, and other benefit changes.

BACKGROUND: (CONT'D)

In summary, those changes are:

- Duration of Agreement - Section 51.4
 - The term of the agreement is from July 1, 2022 through June 30, 2026.
- Salaries - Section 5.1
 - Effective August 1, 2022, the base rate of pay for all classifications represented by the Association will be increased by five percent (5.0%).
 - Effective July 1, 2023, the base rate of pay for all classifications represented by the Association will be increased by five percent (5.0%).
 - Effective July 1, 2024, the base rate of pay for all classifications represented by the Association will be increased by five percent (5.0%).
 - Effective July 1, 2025, the base rate of pay for all classifications represented by the Association will be increased by five percent (5.0%).
 - Provide a one-time Pandemic Service Relief Payment of up to \$2,500 for employees who worked during the COVID-19 pandemic.
 - Compensation Study for certain classifications.
- Medical, Dental and Life Insurance - Section 19
 - Changes to dental plan design (in Coalition Tentative Agreement)
 - Increase contribution to employee Health Savings Accounts for the Kaiser High Deductible Plan.
 - Medical reopener in 2024.
 - Modifications to Joint Labor/Management Benefits Committee subject matter.
 - Modifications to Teamsters KP Trust Fund Health Plan cost sharing formula for the life of the MOU.
- Promotion and Transfer - Section 5.12/Section 21/Section 22
 - Amends promotion definition.
- Leave of Absence - Section 17
 - Clarifies and amends references to FMLA and CFRA throughout.
 - Cleans up section to be consistent with the law.
- Sick Leave - Section 14
 - Adds language for baby/child bonding.
 - clarifies circumstances where employees exhaust accruals.
- State Disability Leave - Section 16
 - Updates, clarifies and amends the SDI integration program.
- Attachment D - Contra Costa County Return to Work Policy for Injury or Illness
 - Removes references to outdated forms.
- Unit Items - Sections 54.1, 54.2
 - Adds LVNs to perioperative GI on call rate when working in that unit.
 - Amends language for work clothes reimbursement for gardeners.
- Holidays - Section 12
 - Add the Juneteenth holiday in the list of observed holidays.
- Bilingual Pay - Section 26

- Amend bilingual pay from \$100 to \$200 per month.
- Union Representatives - Section 4
 - Increases number of LVN/Aide Unit employees eligible to be released for meetings with the County from 2 to 3.
- Incorporate side letters, update and renumber MOU as necessary.

CONSEQUENCE OF NEGATIVE ACTION:

Employees would be out of contract, which may cause labor issues.

CLERK'S ADDENDUM

Speaker: No Name Given.

ATTACHMENTS

Resolution 2022/286

Teamsters 856 agreement