

JEFFERSON COUNTY BOARD OF COMMISSIONERS

Consent Agenda Item

FOR THE WEEK OF: December 6, 2010

I. Description -- A brief description of the agenda item.

Memorandum of Understanding for 2011 between the UFCW Union and the County.

II. Issues -- A short outline of the major issues or areas that should be given particular attention.

This Memorandum of Understanding is the result of negotiations with the UFCW that extends the Collective Bargaining Agreement for one more year. The current agreement expires December 31, 2010. The Union employees have agreed to work in 2011 "... at the wage rate they are paid as of December 31, 2010...."

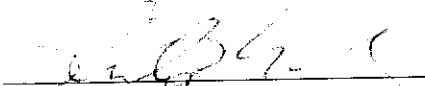
III. Action -- What is the nature of the action the Board is being asked to take (discussion, approval of a contract, support for a grant, etc.).

Approve this Memorandum of Understanding for 2011.

IV. You may also want to express the department's position or recommendation. Suggested wording for the motion (a motion to approve/adopt/accept and a motion to deny/remand) would help especially if there are specific items or wording that needs to be covered in the motion.

Recommend approval.

Reviewed By:


County Administrator

12-12-10
Date

**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN JEFFERSON COUNTY, WASHINGTON
AND UFCW 21**

This Memorandum of Understanding is agreed to in consideration of the mutual benefits to all parties in extending the Collective Bargaining Agreement between UFCW Local 21 and Jefferson County that expires on December 31, 2010.

It is agreed between the parties that the terms and conditions of the Collective Bargaining Agreement that terminates December 31, 2010 shall be extended through December 31, 2011 as written with the following changes:

1. Wage increases awarded to employees through advancement in steps, career ladders, lead pay, etc. as provided in the CBA shall no longer be effectuated.
2. All employees shall for all of 2011 be paid at the wage rate they were paid as of December 31, 2010 except for *bona fide* promotion to a new job description.
3. The parties agree that they shall, no later than September 15, 2011, commence good faith bargaining regarding a replacement labor agreement.
4. The County confirms the longevity steps per the attached "Schedule A" shall be paid in 2011.
5. To the extent permitted by PERS all reductions in staff hours shall be reported as "furlough" to assure preservation of retirement to the extent available. PERS shall be the final authority on contributions and rules of PERS.
6. The County confirms that it is the intent of the County to avoid additional RIFs or reduction in hours for staff during 2011. In the event RIFs or reduction in hours should be needed, the County agrees to meet with the Union to review the "planned for" reductions and explore alternatives the Union would like to present.
7. In the event the County should remove the general wage and step freeze for unrepresented employees the County agrees to promptly meet with the Union for the negotiation of wages in 2011.
8. The County confirms that a schedule of 4 days of 10 hours per day was effectuated pursuant to Section 13.10 for some employees and that any change away from such schedule for employees working the 4/10s would follow the procedures of Section 13.10.
9. Except for the forgoing eight (8) provisions the expired CBA shall be extended unchanged through December 31, 2011 including Article 7, Section 7.1.1 (H& W).

DATED THIS 21st DAY OF NOVEMBER, 2010

For the Employer, Jefferson County, WA

David Sullivan, chairman

For the Union
UFCW Local 21

Chuck Ardingo, Collective Bargaining

SCHEDULE "A"

WAGE TABLE 2010

Time in Step	12 months		12 months		12 months		12 months		12 months		36 months		36 months		36 months		36 months		36 months	
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
10	9.66	9.90	10.15	10.39	10.66	10.93	11.21	11.48	11.65	11.77	11.89	12.01	12.12	12.25	12.37	12.49				
11	10.01	10.27	10.53	10.78	11.06	11.33	11.62	11.91	12.08	12.21	12.33	12.45	12.58	12.70	12.82	12.96				
12	10.39	10.66	10.93	11.20	11.48	11.76	12.06	12.36	12.55	12.67	12.80	12.93	13.06	13.18	13.32	13.45				
13	10.77	11.05	11.32	11.60	11.90	12.18	12.49	12.80	13.00	13.13	13.26	13.39	13.52	13.66	13.80	13.94				
14	11.17	11.45	11.73	12.03	12.33	12.64	12.95	13.28	13.47	13.61	13.75	13.88	14.02	14.16	14.31	14.45				
15	11.58	11.88	12.16	12.47	12.79	13.10	13.43	13.77	13.98	14.11	14.26	14.40	14.54	14.69	14.83	14.98				
16	12.01	12.31	12.62	12.93	13.26	13.59	13.93	14.27	14.48	14.63	14.77	14.92	15.07	15.22	15.38	15.53				
17	12.47	12.79	13.10	13.43	13.77	14.11	14.47	14.83	15.05	15.20	15.36	15.51	15.67	15.82	15.98	16.14				
18	12.93	13.26	13.59	13.92	14.27	14.63	14.99	15.37	15.59	15.75	15.91	16.07	16.23	16.39	16.55	16.72				
19	13.43	13.77	14.11	14.46	14.82	15.19	15.57	15.97	16.20	16.37	16.52	16.69	16.86	17.03	17.20	17.37				
20	13.93	14.28	14.64	15.01	15.39	15.77	16.16	16.56	16.81	16.98	17.15	17.32	17.50	17.67	17.85	18.03				
21	14.45	14.81	15.18	15.56	15.95	16.36	16.77	17.18	17.44	17.61	17.79	17.97	18.15	18.33	18.51	18.69				
22	15.01	15.39	15.77	16.16	16.56	16.97	17.40	17.83	18.10	18.28	18.47	18.65	18.84	19.02	19.22	19.41				
23	15.57	15.97	16.37	16.78	17.20	17.63	18.08	18.53	18.81	18.99	19.19	19.37	19.57	19.77	19.96	20.17				
24	16.15	16.55	16.96	17.39	17.82	18.27	18.73	19.19	19.48	19.67	19.87	20.07	20.27	20.48	20.68	20.89				
25	16.77	17.19	17.62	18.08	18.53	18.99	19.48	19.96	20.26	20.47	20.66	20.87	21.08	21.29	21.51	21.72				
26	17.40	17.83	18.28	18.74	19.20	19.68	20.18	20.68	20.99	21.20	21.41	21.63	21.85	22.06	22.28	22.51				
27	18.03	18.48	18.93	19.42	19.90	20.40	20.91	21.43	21.75	21.97	22.20	22.41	22.64	22.87	23.09	23.32				
28	18.74	19.20	19.68	20.17	20.67	21.20	21.72	22.27	22.60	22.82	23.05	23.29	23.51	23.75	23.99	24.24				
29	19.42	19.90	20.40	20.91	21.43	21.97	22.52	23.08	23.42	23.66	23.90	24.13	24.38	24.62	24.86	25.11				
30	20.15	20.65	21.16	21.69	22.24	22.79	23.36	23.95	24.31	24.54	24.79	25.04	25.30	25.54	25.80	26.06				
31	20.90	21.42	21.96	22.50	23.06	23.64	24.24	24.83	25.21	25.46	25.72	25.98	26.23	26.49	26.76	27.03				
32	21.67	22.22	22.77	23.34	23.93	24.52	25.13	25.76	26.15	26.41	26.68	26.94	27.21	27.48	27.76	28.04				
33	22.48	23.05	23.63	24.22	24.82	25.44	26.08	26.74	27.13	27.41	27.68	27.95	28.23	28.52	28.81	29.09				
34	23.35	23.94	24.53	25.14	25.77	26.41	27.08	27.75	28.17	28.45	28.74	29.03	29.31	29.60	29.90	30.20				
35	24.21	24.81	25.43	26.07	26.72	27.38	28.07	28.77	29.20	29.49	29.79	30.09	30.39	30.68	30.99	31.30				
36	25.11	25.74	26.38	27.05	27.72	28.42	29.13	29.85	30.30	30.60	30.91	31.22	31.53	31.85	32.17	32.49				
37	26.06	26.71	27.37	28.06	28.76	29.48	30.22	30.97	31.44	31.75	32.06	32.39	32.71	33.04	33.37	33.70				
38	27.01	27.69	28.39	29.09	29.82	30.57	31.33	32.12	32.60	32.92	33.25	33.59	33.92	34.26	34.60	34.95				
39	28.05	28.74	29.46	30.20	30.95	31.72	32.52	33.33	33.83	34.17	34.51	34.86	35.20	35.56	35.91	36.27				
40	29.10	29.83	30.58	31.34	32.13	32.93	33.75	34.60	35.11	35.46	35.82	36.17	36.53	36.90	37.28	37.65				
41	30.19	30.95	31.72	32.52	33.33	34.17	35.02	35.90	36.43	36.80	37.16	37.54	37.91	38.30	38.68	39.07				
42	31.33	32.12	32.92	33.74	34.59	35.46	36.35	37.26	37.81	38.19	38.57	38.96	39.35	39.75	40.14	40.54				
43	32.51	33.32	34.15	35.02	35.90	36.80	37.72	38.67	39.24	39.63	40.03	40.43	40.84	41.24	41.65	42.08				
44	33.73	34.57	35.43	36.31	37.21	38.15	39.10	40.08	40.67	41.09	41.50	41.91	42.33	42.76	43.18	43.61				
45	35.00	35.87	36.76	37.69	38.64	39.60	40.59	41.61	42.23	42.65	43.08	43.52	43.95	44.38	44.84	45.28				