



## Snohomish County Council

**Committee:** Finance, Budget and Administration

**Analyst:** Nicole Gorle

**ECAF:** 2023-0642

**Motion:** 23-239

**Date:** June 7, 2023

### **Consideration:**

Authorize the Executive to execute the January 1, 2022 through December 31, 2024 Collective Bargaining Agreement with the Snohomish County Corrections Guild.

### **Background**

A labor union is “a group of two or more employees who join together to advance common interests such as wages, benefits, schedules and other employment terms and conditions.”<sup>1</sup> The Snohomish County Corrections Guild formed and registered with the State on October 6, 2004<sup>2</sup> at which time the County was required under labor laws to begin bargaining with the guild in relation to their wages, benefits, and other terms of employment. The Guild covers approximately 170 employees.

The Executives labor negotiations team has been working on negotiating a new contract for the Corrections Guild to replace the contract that ended December 31, 2021. This motion is a result of those negotiations.

### **Current Proposal**

#### *Scope:*

The proposed contract includes the following changes from the prior contract.

- Three-year contract
- Increases vacation leave maximum accrual by 80 hours, new max is 320 hours
- Add Juneteenth (June 19<sup>th</sup>) as a paid holiday
- Includes parking rates negotiation waiver
- COLA (includes retro pay)
  - o 2022 – 8%
  - o 2023 – 6%
  - o 2024 – 4%
- Changes shift differentials for swing and graveyard to a percentage
- Adds a new employer matched deferred compensation of \$0.50 on the dollar contributed by the employee up to 1% of their monthly base wage.
- Administrative updates
- Modifies disciplinary/investigation language to be consistent with state law

*Duration:* January 1, 2022 through December 31, 2024

*Fiscal Implications:* Yes, the COLA will have a fiscal impact. Contingency funds were set aside in the 2023 budget in anticipation of this.

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<sup>1</sup> [US Dept. of Labor – What is a Union](#)

<sup>2</sup> <https://ccfs.sos.wa.gov/#/BusinessSearch/BusinessInformation>

**2023 Budget:** Yes

**Future Budget Impacts:** Yes

**Handling:** Expedite (email request)

**Approved-as-to-form:** Yes

**Risk Management:** n/a

**Executive Recommendation:** Approve

**Attachments:** None

**Amendments:** None

**Request:** Move to GLS on June 14<sup>th</sup> for consideration.