



Snohomish County Council

Committee: Finance, Budget and Administration

Analyst: Nicole Gorle

ECAF: 2023-0643

Motion: 23-241

Date: June 8, 2023

Consideration:

Authorize the Executive to execute the January 1, 2023 through December 31, 2023 Collective Bargaining Agreement with the AFSCME, AFL-CIO, Local 1811-JPD, Superior Court Juvenile Services.

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.”¹ AFSCME, AFL-CIO was founded during the Great Depression and is one of the largest unions in the United States. There are multiple groups that have formed under this overarching union, one of them being Local 1811-JPD, Superior Court Juvenile Services. This union covers roughly 100 county employees.

The Executives labor negotiations team has been working on negotiating a new contract for Local 181-JPD to replace the contract that ended December 31, 2022. This motion is a result of those negotiations.

Current Proposal

Scope:

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

- COLA – 8% for 2023 beginning January 1, 2023
- Update vacation accrual table
- Increase in maximum vacation leave accrual and payout to 320 hours, an increase of 80 hours
- Adds language for sick leave payout upon an employee’s death
- Adds a parking rate waiver
- Housekeeping amendments

Duration: January 1, 2023 through December 31, 2023

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

2023 Budget: Yes

Future Budget Impacts: Yes

Handling: Expedite (email request)

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

Approved-as-to-form: Yes

Risk Management: n/a

Executive Recommendation: Approve

Attachments: None

Amendments: None

Request: Move to GLS on June 14th for consideration.