

MEMORANDUM OF AGREEMENT 2020-1
TWO YEAR EXTENSION OF LABOR AGREEMENT BETWEEN SKAGIT COUNTY AND
INLANDBOATMEN'S UNION OF THE PACIFIC (Contract # C20190166)

The CBA between the parties expired on December 31, 2019 and shall be extended without change or modification except as herein agreed:

7.03 All employees working on the vessel may be required to have a valid U.S. Coast Guard document. Those employees required by the County to have a valid U.S. Coast Guard document or Transportation Worker Identification Card (TWIC) shall be reimbursed by the County for the purchase or renewal of said documents.

Health & Welfare employee costs/plan design would remain unchanged for the two-year duration.

NEW 20.13 Notwithstanding the requirements of Section 20.2.1 establishing the appropriate division of the SMP Operating Costs at 80% County and 20% Employee the County shall for the life of this 2020 – 2021 Agreement continue to maintain the 2019 SMP benefit composition with the understanding that no later than January 1, 2022 the SMP shall be configured to proportionally allocate the SMP Operating Costs in accordance with Section 20.2.1 The Parties agree that this Section 20.11 as well as all other sections of the CBA shall be subject to bargaining regarding the terms of a successor Agreement

- Health Benefits Committee Meetings: One meeting no later than the 2nd Qtr. 2020 (TBA); Two meetings in 3rd Qtr. if needed; One meeting in 4th Qtr. if needed
- Confirm continuation of Rule 20.12 {the medical “me too”}
- Wages: The County shall:
 - Effective retroactive to the first pay period in 2020 increase wage rates 2.0% across the table for all employees on the payroll as of the date of adoption.
 - Effective the first pay period of 2021 increase wage rates 2.0% across the table
- 22.02 Effective in 2020 the County shall provide a \$200.00 “boot reimbursement” to scheduled employees for the reimbursement of the purchase of appropriate work footwear Such amount is to be paid with the February 25th check and shall be subject to applicable taxes. In the event the County shall have a boot or clothing requirement such as “non-skid” boots, employees shall comply with that requirement. For 2020 the check will be made available within 60 days of this MOA adoption.
- Rule 24 Section 24.01 shall be updated to reflect a new Term of AGREEMENT from the Date of execution through December 31, 2021.
- Housekeeping – Remove Attachment B

The signature page follows

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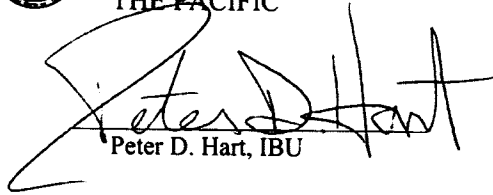
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The forgoing being the Agreement of the Parties each has signed below.

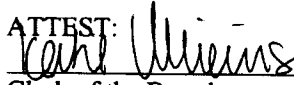


INLANDBOATMEN'S UNION OF
THE PACIFIC


Peter D. Hart, IBU

Marina V. Secchitano,
IBU National President


Date: 5/28/20

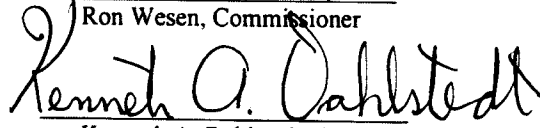
ATTEST:

Clerk of the Board
Skagit County Board of Commissioners

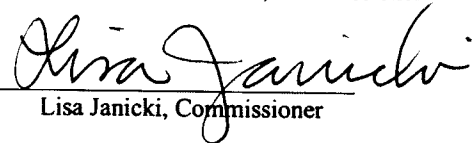
Date: 6/8/2020

Board of County Commissioners
Skagit County, Washington




Ron Wesen, Commissioner


Kenneth A. Dahlstedt, Commissioner


Lisa Janicki, Commissioner

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