

**International Union of Operating Engineers, Local 49**

**Total Tentative Agreement List for 2022-2024**

**TA Reached 03/29/22**

**DURATION**

This Agreement shall be effective as of the first day of January 2022, and shall remain in full force and effect until the last day of December 2024.

**WAGES**

**2022:**

- 1.50% general wage increase and retroactive to the first full pay period following January 1, 2022.
- Employees shall progress through the wage schedule per the applicable salary plan in 2022.

**2023:**

- 2.25% general wage increase effective the first full pay period following January 1, 2023.
- Effective January 1, 2023, all salary plans containing wage rates that require five (5) or more years between progression shall reduce the progression by one (1) year, not to result in less than four (4) years between wage rates. No change to wage rates that require less than five (5) years between progression.
- Employees shall progress through the wage schedule per the applicable salary plan in 2023.

**2024:**

- 1.50% general wage increase effective the first full pay period following January 1, 2024 and a 1.50% general wage increase effective the first full pay period following July 1, 2024.
- Market adjustment to step 2 of all salary ranges effective the first full pay period following January 1, 2024.
- Employees shall progress through the wage schedule per the applicable salary plan in 2024.

**MEDICAL INSURANCE**

**2022:**

- Single – Effective January 1, 2022, split total premium 92% ER / 8% EE. Employer will subsidize the employee’s portion of the single insurance monthly contribution by \$3.00 per month for 2022.
- Family – Effective January 1, 2022, split total premium 75% ER / 25% EE. Employer will subsidize the employee’s portion of the family insurance monthly contribution by \$32.01 per month for 2022.

Coverage	Total Premium	Split	ER/EE	Subsidy	Resulting Employee Contribution	Resulting Employer Contribution
Single	\$1,012.17	92% ER / 8% EE	\$931.20/\$80.97	\$3.00	\$77.97/mo	\$934.20/mo
Family	\$2,412.21	75% ER / 25% EE	\$1,809.16/\$603.05	\$32.01	\$571.05/mo	\$1,841.16/mo

**2023:**

- Single – Effective January 1, 2023, split total premium 92% ER / 8% EE. Employer will subsidize the employee’s portion of the single insurance monthly contribution by \$6.00 per month for 2023.
- Family – Effective January 1, 2023, split total premium 75% ER / 25% EE. Employer will subsidize the employee’s portion of the family insurance monthly contribution by \$47.00 per month for 2023.
- In no case will the subsidies to the employee’s 2023 single or family insurance contributions result in the employee 2023 contribution being less than what the employee paid in 2022.

Coverage	Total Premium	Split	ER/EE	Subsidy	Resulting Employee Contribution	Resulting Employer Contribution
Single	TBD	92% ER / 8% EE	TBD	\$6.00	TBD	TBD
Family	TBD	75% ER / 25% EE	TBD	\$47.00	TBD	TBD

**2024:**

Re-opener to address medical insurance for 2024.

**DENTAL INSURANCE**

**2022:**

- Single – Effective January 1, 2022, split total premium 50% ER / 50% EE.
- Family – Effective January 1, 2022, split total premium 50% ER / 50% EE.

Coverage	Total Premium	Split	Employee Contribution	Employer Contribution
Single	\$44.68	50% ER / 50% EE	\$22.34/mo	\$22.34/mo
Family	\$99.59	50% ER / 50% EE	\$49.80/mo	\$49.80/mo

**2023:**

- Single – Effective January 1, 2023, split total premium 50% ER / 50% EE.
- Family – Effective January 1, 2023, split total premium 50% ER / 50% EE.

Coverage	Total Premium	Split	Employee Contribution	Employer Contribution
Single	TBD	50% ER / 50% EE	TBD	TBD
Family	TBD	50% ER / 50% EE	TBD	TBD

**2024:**

Re-opener to address dental insurance for 2024.

**RETIREE INSURANCE CONTRIBUTIONS**

**Regular Retiree Minimum Payment increase of \$10 effective January 1, 2022:**

- **Single** – No less than \$75/month
- **Family** – No less than \$150/month

**OTHER ECONOMIC ITEMS**

**One-Time Lump Sum Pandemic Recognition – Article 13**

- One-time, lump sum payment of \$1,000 to employees who have been required to work on-site and provide direct in-person services/care throughout the ongoing pandemic as determined by the employer, to be paid the first full pay period following Board approval.
- One-time, lump sum payment of \$500 to all other employees who were not required to work in-person or provide in-person services/care throughout the ongoing pandemic and have had the option to work from home, as determined by the employer, to be paid the first full pay period following Board approval.

- These lump sum payments set no precedent or guarantee of future lump sum payments for same or similar purpose and reference to these lump sum payments shall be removed from future contracts.
- Upon agreement and County Board ratification, the Employer will notify the union representative of the paycheck in which the pandemic pay will be paid and include the date by which employees may adjust tax withholdings prior to the payment date and following the payment date.

**Juneteenth and Floating Holidays – Articles 9.1, 9.2, 9.3, 9.4**

- Effective 01/01/2022, add Juneteenth as a county recognized holiday on June 19, within the existing twelve (12) paid holidays
- One floating holiday is exchanged for the recognition of the Juneteenth holiday
- The remaining floating holiday will be modified from an accrual over the course of a year to be provided in whole eight (8) hours for full time employees provided annually.
- The floating holiday will be loaded annually the FFPP following the pay period that includes June 30<sup>th</sup> in which vacation and floating holiday capping occurs.

**Maximum Annual Vacation Accrual – Articles 10.2, 10.5**

- Increase maximum annual vacation accrual from 2 times to 2.5 times the annual accrual and reduce to a one-time per year capping date starting in 2022. Capping and effective date is on or about June 30<sup>th</sup> each year.

**OTHER LANGUAGE ITEMS**

**Recognition – Article 2**

- Moving articles from Article 2 for clarity, no substantive changes to language
  - Move Article 2.5 to Article 6 Seniority
  - Move Article 2.6 to Article 13.6 Salary Rates
  - Move Article 2.7 to Article 13.6 Salary Rates
  - Move Article 2.8 to Article 6 Seniority

**Work Schedules-Premium Pay – Article 7.5**

- Clarification of language in Article 7.5 regarding breaks, no substantive changes to language

**Vacation – Article 10.1**

- Modify language to allow newly hired employees on probation to use accrued vacation with Director approval

**Worker’s Comp – Article 11.4**

- Clarification of language and removal of gender-based pronouns, no substantive change to language

**Bereavement Leave – Article 11.5**

- Expand the use of bereavement leave to include non-traditional family arrangements for clarity and inclusivity.

**Wages – Article 13.6**

- Clarification of language regarding licenses, endorsements, and certifications required by a position

**Deferred Compensation – Article 13.11**

- Revise language to Deferred Compensation that clarify County contributions to vendor in the event of employees contributing to more than one vendor source.

**Tuition Reimbursement – Article 14.1**

- Revise Article 14.1 tuition reimbursement language to align with expansion of County-wide policy, no change to reimbursement amounts.

**MEMORANDA OF AGREEMENT**

- i. Summer Laborers – **Renew**
- ii. Equipment Classification System – **Revised**

- iii. Central Pension Fund – **Revised**
- iv. Retention of Sick Leave Bank – **Renew**
- v. ACA Contribution Standard – **Renew**
- vi. Vacation Advance – **Renew**
- vii. Additional Work Location – **Renew**
- viii. Alternate Work Schedule – **Revised**