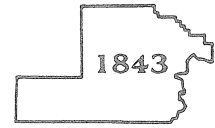


# Yamhill County



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## OFFICE OF COUNTY ADMINISTRATOR

**KENNETH HUFFER**  
COUNTY ADMINISTRATOR

**JUSTIN HOGUE**  
BUSINESS SERVICES DIRECTOR

### October 19, 2020 – Labor Negotiations Communication

Yamhill County is currently in negotiations with the Yamhill County Employees Association, AFSCME Local 1422 (“AFSCME”), regarding contract terms for what we hope will be a new three year (2020-2023) collective bargaining agreement (CBA). We hope the following information assists interested persons in better understanding the important issues being discussed.

AFSCME is one of five unions that represents Yamhill County employees. Yamhill County values its relationships with all its employees and their union representatives. Together, we strive to provide a high-quality work environment with opportunities for growth and advancement together with fair and equitable wages and benefits, while being good stewards of taxpayer dollars. Over the past year, we have successfully negotiated new three-year collective bargaining agreements with three other employee labor organizations.

There are approximately 360 current employees that are represented by AFSCME. The positions held by AFSCME-represented employees vary and are found across nearly every county department, including HHS, Public Works, Assessment and Taxation, Information Services, Planning, Community Justice and more.

We have been negotiating in good faith with AFSCME since March 2020 to reach agreement on a replacement CBA. There were nine (9) bargaining sessions held between March and August. On August 19, 2020, AFSCME requested that negotiations move to mediation. The Employment Relations Board (ERB) appointed a mediator to facilitate mediation and two mediation sessions were held. On October 2, 2020, AFSCME declared impasse. Both parties were required to file their Final Offer with the ERB no later than October 9, 2020.

Both Final Offers are available to the public they will be posted on the ERB website: (<http://www.oregon.gov/ERB/Pages/FinalOffersCostsSummary.aspx>). We will also post them online at [www.co.yamhill.or.us](http://www.co.yamhill.or.us).

In summary, the County has offered the following economic provisions during negotiations:

- A one-time 5.0% across the board market adjustment pay increase for all YCEA positions, effective upon settlement; and
- A 2.0% Cost of Living Adjustment (COLA), effective upon settlement; and
- COLAs of 2.0% for the 2nd and 3rd years of the contract; and
- In addition to the above-mentioned market adjustment and COLA increases, employees who are not topped out on their salary schedule (approximately 69% of the membership) will also continue to receive annual merit-based step wage increases with satisfactory performance (merit increases are approximately a 5% increase); and
- An increase in bilingual pay from a flat \$125.00 per month to a floor of \$125.00 per month or 4% of monthly salary, whichever is higher; and

- Health insurance coverage for members and dependents with the County paying 96% of the monthly premium, employees paying 4%; and
- A \$25.00 per month increase from \$100.00 per month to \$125.00 per month to each employee's Voluntary Beneficiary Association Medical Expense Plan (VEBA).
- Increase to Public Works employees' boot/clothing allowance to \$350.00 each year and expanded this allowance to include facilities maintenance employees; and
- Increase in annual tool allowance for Public Works mechanics to \$400.00 each year; and
- Increases to Flexible Earned Time (FET, which is combined vacation and sick leave) accrual rates on average by 1-1.5 hours per month (monthly accrual rates are based on years of service. Examples: 1 to 5 years of service will accrue 15 hours of FET per month, 5 to 10 years of service will accrue 17 hours of FET per month, 10 to 15 years of service will accrue 19 hours of FET per month); and
- Increases to hourly shift differential from \$0.40 per hour to \$0.80 per hour for swing shift and \$0.80 per hour to \$1.20 per hour for graveyard shifts; and
- Doubling of longevity premiums paid yearly on employee's anniversary date: for 10 and 15 years of service to \$300 and \$600 respectively and increasing by 50% for 20 years of service to \$900; and
- Increase to Workers Compensation coverage, as employees will no longer be required to supplement remaining 1/3 of salary, not covered by time-loss payments, with FET; and
- Increase to employee term life insurance from \$6,000 per employee to \$10,000 per employee; and
- Increase to Early Retirement Benefit from \$100 for each year of their age less than 70 to \$300 for each year of their age less than 70. Early Retirement Benefit is paid after 10 years of continuous service and immediately prior to retirement at or after age 58; and
- Continued County costs related to PERS (County pays 100% of both employer and employee shares), out-of-class work incentives, overtime, comp time, bereavement leave, pager pay, holiday pay (including 2 floating personal holidays and 1 Commissioners Day), annual FET cash out options, and Personal Extended Leave.

The County's overall offer, for the next 3 years, represents an increase in personnel costs of approximately 6% per year. We believe this is a fair offer and we encourage you to review the facts to be well informed.

We are committed to continuing to work with AFSCME to reach an agreement. However, any agreement will need to reflect an equitable balance of the wants and needs of our AFSCME employees and those of the taxpaying public. We are equally committed to continuing to provide the critical services our community expects and deserves.

Sincerely,



Kenneth Huffer  
County Administrator