

CLARK COUNTY STAFF REPORT



DEPARTMENT: Human Resources

DATE: January 4, 2016

REQUESTED ACTION: Approve Collective Bargaining Agreements (CBA) between Clark County and IAM Local 1432, International Association of Machinists and Aerospace Workers, District Lodge 24, AFL-CIO

Consent Hearing County Manager

BACKGROUND

The new agreement presented with this staff report represents the outcome of productive negotiations where the parties explored the issues and found solutions in representing the best interest of everyone involved. The management negotiating team believes the resulting Labor Agreement acknowledges budget constraints for salaries and benefits, and the quality work of the employees. It also represents our desire for equity and consistency in critical areas across County bargaining units.

The union voted to ratify the agreement on or about December 8, 2015. We are recommending approval by the Board of County Councilors.

The Agreement covers the period of July 1, 2015 through June 30, 2018.

Key elements of the agreement include:

- Change in term and expiration date of the Collective Bargaining Agreement to June 30, 2018
- Medical and Dental Plan expenditure
 - Continue participation in the Healthcare Committee through December 31, 2018 as described under the Healthcare MOU
 - Healthcare MOU changes:
 - Committee will not determine services and plan design of any near-site or on-site medical clinic. The county will present any recommendations for input prior to presenting final recommendations. The parties will bargain any impacts to the budget.
 - Committee will take into consideration, research and make decision regarding plan design in order to avoid the Affordable Care Act - Excise tax. If the decisions do not avoid the tax, the tax will be borne by the employees and the parties will reopen no later than June 20, 2017 to bargain the implementation.
 - Two percent (2%) increase to the budget the first year of the contract; equating to \$1,420 per employee per month. For year's two (2) and three (3) there is no increase in the budget above \$1,420.

ngm
OK
g.