



# IFPTE LOCAL 21

THE UNION ADVANTAGE

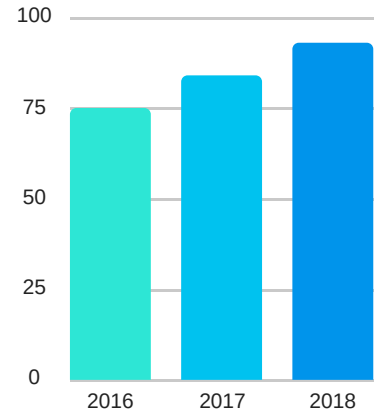


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## YOUR INVOLVEMENT MAKES A DIFFERENCE!

Under the threat of anti-labor attacks that aimed to disempower public sector workers, Local 21 grew our membership from 84% in October of 2017 to a **whopping 93%** in December 2018! High membership and member engagement directly translated to power at the bargaining table in 2018, where our 9 Union Healthcare Coalition won substantial healthcare cost savings and across the board wage increases

## MEMBERSHIP ALL TIME HIGH!



## 2019-2022 CONTRACT HIGHLIGHTS

- 100% COUNTY COVERAGE OF ALL MEDICAL PLAN PREMIUM INCREASES FOR 2019.
- WAGE INCREASES: 4% ON JULY 1, 2019, 3% ON JULY 1, 2020, AND 3% ON JULY 1, 2021.
- A MOVE TO A 75% (EMPLOYEE ONLY & EMPLOYEE + 1) / 76.5% (EMPLOYEE + 2 OR MORE) HEALTHCARE COST SHARING STRUCTURE IN 2020, 78.5% IN 2021, AND 80% IN 2022 (COUNTY CONTRIBUTION TO BE SET EQUALLY ACROSS ALL PLANS AS A % OF THE 2ND LOWEST COST NON-DEDUCTIBLE HMO PLAN, CURRENTLY KAISER A).
- A \$2 MILLION POT OF MONEY TO ADDRESS UNIT-SPECIFIC ISSUES (LIKE EQUITY ADJUSTMENTS, COMPACTION, DIFFERENTIALS, ETC.) STARTING IN JANUARY 2021. THE \$2 MILLION WILL BE DIVIDED BETWEEN THE COALITION UNIONS ON A PER CAPITA BASIS.
- KAISER HIGH DEDUCTIBLE PLAN PARTICIPANTS WILL RECEIVE A \$500 HSA CONTRIBUTION FROM THE COUNTY IN 2019, AND A \$625 HSA CONTRIBUTION IN 2020 AND BEYOND.
- THE NEW JOINT LABOR/MANAGEMENT BENEFITS COMMITTEE (JLMBC), MADE UP OF COALITION UNIONS PLUS COUNTY REPRESENTATIVES, WILL SEEK NEW MORE AFFORDABLE HEALTHCARE PLANS STARTING IN 2020, INCLUDING AN ACCEPTABLE HEALTH NET REPLACEMENT DUE TO HEALTH NET'S UNSUSTAINABLE PREMIUM COSTS.
- THE COALITION UNIONS NOW HAVE A SEAT AT THE TABLE DURING YEARLY PREMIUM NEGOTIATIONS BETWEEN THE COUNTY AND PLAN PROVIDERS!

[HTTPS://IFPTE21.ORG/CHAPTERS/CONTRA-COSTA-COUNTY](https://ifpTE21.org/chapters/CONTRA-COSTA-COUNTY)