

**COUNTY OF SAN BERNARDINO & TEAMSTERS LOCAL 1932
TENTATIVE AGREEMENT
JULY 14, 2020**

In early June 2020, the County of San Bernardino (County) and Teamsters Local 1932 (Teamsters) began discussions regarding the County's budget and potential cost saving measures, particularly as it relates to upcoming salary and benefit increases. However, it is not expected that discussions will be complete prior to the implementation of the scheduled across-the-board salary increase effective July 18, 2020. Therefore, to allow for the continuation of discussions through at least September 25, 2020, the parties agree to the following on an interim basis:

1. **Across-the-board salary increase** scheduled to go into effect July 18, 2020, shall be postponed until at least September 25, 2020. Instead, the County agrees to provide each unit employee a one-time lump sum payment equivalent to the total salary increase employee would have received between July 18, 2020, and September 25, 2020. Such lump-sum payment shall be included on a pay statement during the month of August.
2. **Medical premium subsidy (MPS) increase** scheduled to go into effect July 18, 2020, shall be implemented as scheduled.

During the time period specified above, and continuing until December 31, 2020, the county will not implement any furloughs or layoffs within the bargaining units of Teamsters Local 1932, provided that the County and Teamsters have reached an agreement and the union membership have ratified an agreement on cost saving measures by September 25, 2020. If no mutual agreement is reached by that date then the County may implement furloughs or layoffs after September 25, 2020.

If the County and Teamsters reach an agreement on cost savings measures by September 25, 2020, the terms of that agreement shall be effective September 26, 2020, upon membership and Board of Supervisor's ratification.

If the County and Teamsters do not reach agreement on cost saving measures by September 25, 2020, the MOU across-the-board salary increase scheduled for July 18, 2020, shall be implemented effective September 26, 2020, and the MPS increase shall continue.

Cost savings measures/cuts may be implemented by the County depending on the County's financial condition and the outcome of the parties' discussions on cost saving measures; provided that, no changes to the MOU will be made without the mutual agreement of the parties.

7/15/20

Paul W. ...
On behalf of San Bernardino County