

PRESS RELEASE

May 30, 2023

On May 24, 2023, the Teamsters Local 118 law enforcement union voted to disapprove a Tentative Agreement for a new collective bargaining agreement. This Tentative Agreement was reached on April 28, 2023 by Wayne County and the Teamsters during mediation. A New York State Public Employment Relations Board mediator worked with the parties to help them reach agreement, and the agreement was based upon that mediator's recommendations. The Tentative Agreement provided significant increases to wage rates and retained the existing 25-year retirement plan.

County Administrator Rick House stated, "The County is disappointed by the outcome of the Union's vote. We believed the mediator's recommendations were fair and appropriate and the County's team was ready to recommend approval of the agreement to the Board. Unfortunately, we will not have the opportunity to do so."

The parties met on eleven occasions beginning in February of 2022. Last summer, the Union offered to withdraw its proposal to adopt a costly 20-year retirement plan that would have had an initial County buy-in of nearly \$1.5 million dollars in addition to higher County retirement contributions thereafter. In response, the County increased its proposal to raise wage rates. The Union rejected the County's offer without making a counteroffer, and instead declared impasse thereby terminating negotiations. The parties later proceeded to mediation.

The County continues to provide unit employees with the pay and benefits the parties negotiated and agreed to under their 2016 – 2021 collective bargaining agreement. This agreement provided substantial pay increases, leading the Union's chief negotiator at the time, Chris Toole, to comment that the agreement was "one of the most lucrative agreements Local 118 has been a part of."

The County is awaiting word from the Union regarding next steps.

House commented, "Regardless of the next steps, the County will continue to move forward to seek an appropriate agreement that provides fair compensation and benefits to our valued employees and protects the County taxpayers. We remain willing to meet with the union to work toward this goal."