



2023 BENEFIT SUMMARY

TEAMSTER MASTER EMPLOYEES

Whatcom County provides comprehensive benefits. Benefits for new employees and their dependents begin the first of the month following 80 compensated in one month on the job.

HEALTH & WELFARE PLANS

- **Medical – Teamsters Welfare Trust (Plan B)**
 - Covers employee and family without premium cost to employee.
 - Deductible: \$300 individual / \$900 Family *
 - Max Out of Pocket: \$2,500 individual / \$5,000 Family *
 - * See plan summary for detailed explanation and coverage specifics
- **Dental – Teamster Welfare Trust (Plan A)**
 - Covers employee and family without premium cost to employee.
 - \$2,675 maximum benefit per person, per calendar year
- **Vision - Teamster Welfare Trust Plan**
 - Covers employee and family without premium cost to employee
- **Life Insurance – Standard Life**
 - \$50,000 policy covers employee only without premium cost to employee
- **Short-Term Disability**
 - \$100/week for up to 26 weeks (for employee only)

LEAVES

- **Vacation Leave**

Employees can use vacation leave as earned and approved. Full-time employees start accruing at the rate of 8 hours per month, which comes to twelve days of vacation a year.
- **Sick Leave**

Employees earn 8 hours of sick leave each month to a maximum of 960 hours.
- **Holidays**

One personal holiday per year PLUS twelve paid holidays (New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veteran's Day, Thanksgiving and Day after, Christmas Eve, Christmas Day).

RETIREMENT PLANS

- **Washington State Retirement** Mandatory participation - visit <http://www.drs.wa.gov/>
- **Deferred Compensation Retirement Savings Plans** Optional participation

OTHER

- **Employee Assistance Program (EAP)**

Confidential counseling for employee and household (up to six free visits)
- **Flexible Spending Account** (pre-tax dollars set aside pay for health care or dependent care)
- **Personal Accident & Voluntary Term Life for Employee and Dependents**
- **Union Membership**

Initiation Fee - one-time fee of \$125 deducted out of first ten paychecks (\$12.50/check)
Monthly Dues - 2.25 x hourly rate of pay

This summary is an overview of Master Collective Bargaining Agreement (MCBA) Benefits for information purposes not as a contractual obligation or guarantee of continuation. See the County website for [Bargaining Agreements](#) and [plan information by employee group](#).