



**King County – Joint Units Agreement
Summary of Changes
2026-2028 Coalition Labor Agreement Appendix 461**

In addition to the improvements achieved in the Coalition Labor Agreement (CLA), your bargaining committee achieved the following in your Appendix:

General Edits

- Clean up numbers, references and changes required under the law.
- Deletion of Articles/Sections covered in the CLA.
- Incorporation of NEW Wage Study Memorandum of Agreement.

Union Access

- New language to ensure representatives have access to our members contractually.

Step Advancement

- Newer employees will advance in their step progression on January 1 and annually thereafter until they reach top step. (Members will receive step increases earlier, not later in the year.)

Tailgate Sanders and Support Vehicles

- Removal from contract in its entirety

Training Premium

- Increase in premium from 5% to 7.5% (exception Addendum G)

Wage Rates

- Classification specific range increases as follows:
 - Chemical Dependency Screener – 5 Ranges
 - Chemical Dependency Screener Lead – 5 Ranges
 - Print Shop Spec. I – 2 Ranges
 - Print Shop Spec. II – 2 Ranges
 - Print Shop Supervisor – 5 Ranges
 - Cook/Baker I – 1 Range
 - Cook/Baker II – 2 Ranges

Addendums A, D, & E (Airport, Roads, Solid Waste, and FMD)

- NEW Memorandum of Agreement – Compensation (Wage) Study that includes specific timelines for completion, specific jurisdictions for comparison, and preserves the Union's ability to negotiate over effective date of implementation. The classifications that will be studied include:
 - Facilities Management Division Utility Worker II

- King County International Airport Utility Worker II
- Facilities Management Division Utility Worker II Lead
- King County International Airport Utility Worker II Lead
- Roads Maintenance Worker I
- Roads Maintenance Worker II
- Crew Chief (Solid Waste Division, King County International Airport)
- NEW – Establishment of Road Maintenance Crew Chief Classification (to be finalized in the near future) with all incumbent Crew Chiefs working in Roads moving to new Range 55 effective 1/1/26.

Addendum A

- During Alert and while supporting Snow and Ice operations, all hours will be paid at time and a half.
- Wage Study (See above.)

Addendum B

- During Alert and while supporting Snow and Ice operations, all hours will be paid at time and a half.

Addendum C

- Removal of limit on number of compensatory hours that can be accrued for working a holiday.
- Employees regularly assigned to first shift will now be eligible for shift differentials when picking up shifts on 2nd or 3rd shift.
- Range increases across the board (see above)

Addendum D

- During Alert and while supporting Snow and Ice operations, all hours will be paid at time and a half.
- **No Language** – Negotiations included a great deal of discussion about standby/call outs. Ultimately, any need for after hours support will return to previous process of calling out by the wheels. **We have an obligation to respond to these within reason (but not mandatory).
- Wage Study (See above.)

Addendum E

- Wage Study (See above.)

Addendum F

- Improvements to lead pay.
- Increase in shift differential.
- Preservation of group's ability to join the Teamsters Pension if they choose at any time.
- Range increases across the board (see above)

Addendum G

- Bidding moved from every 2 years to annually.
- Incorporation of improved uniform MOA into contract.

- Overtime – new process that incorporates overtime equalization to ensure a more equitable distribution of overtime opportunities.
- Training Premium – this group will remain at 5% for training premium as this is the standard across all of DAJD.
- Parking for KCCF – No language. However, the County/Department heard the concerns and while they were not willing to incorporate language into the contract, they are committed to working with the Union/members to resolve the issue for those members working the AM shift at KCCF. More to come on this!
- Range increases across the board (see above)