



***Fully Recommended Settlement Offer***

**By and Between**

**TEAMSTERS LOCAL UNION NO. 117**

**And**

**KING COUNTY – CLA APPENDIX 156**

**Wastewater Treatment Division, Professional & Technical and Administrative Support -  
Department of Natural Resources & Parks**

**September 18, 2025**

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***Modify the current language as follows:***

- *Change dates to reflect newly bargained term throughout the Contract.*
- *Anywhere he/him/his/her/she are referred amend to they/them.*
- *Anywhere there are numbers or dollar amounts add the words and vice versa. Example: eighty percent (80%)*
- *Correct punctuation and grammar throughout as appropriate.*
- *Renumber to account for additions/deletions.*

**AGREEMENT**

**DEFINITIONS**

Definitions that apply to this Agreement are found under KCC 3.12.010. Where there is a difference between the Code definition and a definition below, the Code will prevail. In addition to Code definitions, below are additional definitions that pertain solely to this Agreement. If a County Code definition change is made that affects this Agreement, the County agrees to bargain the effects of the change as required by law.

**Comprehensive Benefit Eligible Employee** - Regular, provisional, probationary and term-limited temporary employees are eligible for insured benefits (e.g. medical, dental, life), paid and unpaid leaves as provided under the terms of this Agreement.

**Business Teams** - The work groups assigned by management to plan, monitor, evaluate, and carry out work assignments and operational standards within their area of responsibility.

**Emergency** - An unforeseen circumstance or combination of circumstances or the resulting state that calls for immediate action.

**Salaried Employee** - An employee who occupies a position that is exempt from FLSA overtime pay requirements (also referred to as FLSA exempt employee).

**Full-time Employee** - An employee normally scheduled to work forty (40) hours per week or one who works an alternative work schedule is recognized as equivalent to a forty (40) hour week.

**Good Standing** - An employee who leaves the County other than being terminated for cause if a regular employee or for misconduct if a temporary employee.

**Hourly Employee** - An employee who occupies a position that is covered by the FLSA overtime requirements (also referred to as FLSA non-exempt employee).

**Opening** - A vacancy the County has determined should be filled.

**Part-time Employee** - An employee normally scheduled less than forty (40) hours per week.

**Regular Employee** - A career service employee.

**Special Duty Assignment** - A temporary appointment of a regular employee to perform work in a higher paid position.

**Temporary Employee** - Includes probationary, provisional, short-term and term-limited employees.

**Transfer** - Movement of an employee from one position and/or job assignment to another within the same classification or different classification with the same pay range as the former classification.

**Vacancy** - An unfilled FTE position.

## **PREAMBLE**

This Agreement is the result of good faith negotiations between King County (the County) and the Teamsters Local Union No. 117 (the Union).

This document establishes a framework within which the County and the Union can achieve our joint mission to efficiently and effectively operate and maintain the public's wastewater treatment

1 system while providing a high-quality work environment. Both parties agree that this Agreement  
2 promotes and provides the flexibility and openness needed to further the goals of improving the work  
3 environment, promoting safety and wellness, and productivity initiatives.

4 This Agreement was written through a collaborative process that allowed the County and the  
5 Union to communicate openly to produce a contract while building positive, ongoing relationships.

6 The Agreement was developed to accomplish the following goals:

- 7 • Develop a compensation and benefit package that is the best in the wastewater treatment  
8 industry, and which will attract and retain outstanding employees.
- 9 • Create an Agreement that generates gains in efficiency and effectiveness, is economically  
10 feasible, and is justifiable to the Council, the ratepayer, and the public.
- 11 • Write an Agreement that is clear and easily understood.
- 12 • Develop an Agreement consistent with a supportive, productive, challenging, high-quality  
13 work environment in which all employees are treated with dignity and respect and are valued for their  
14 individual and team contributions.
- 15 • Collaborate to produce an excellent Agreement while building an ongoing  
16 labor/management relationship based on open communications, mutual trust, and respect.
- 17 • Include a process in the Agreement by which mutually beneficial changes can take place.

18 **ARTICLE 1: -UNION RECOGNITION, REPRESENTATION, SHOP STEWARDS**

19 See also CLA Article 23 and 37.

20 **1.1 -Union Recognition.**

21 The County recognizes the Union, as the sole and exclusive bargaining representative of all  
22 full-time and part-time employees in accordance with the PERC certification and voluntary accretion  
23 agreements between the parties whose job classifications are listed in the attached Addendums A, B,  
24 C, D and E.

25 A. Upon request, the County will provide the Union with a current list of all  
26 employees in the bargaining unit. Such list will indicate the employees' names, section and/or unit,  
27 employment status, job classification, and date of hire into their current classification.

28 B. The County will notify the Union of all new hires, and will notify the Union

whenever an employee is moved into or out of a bargaining unit position. The notification will include the employee's name, section and/or unit, employment status, job classification, date of hire and effective date of the personnel action.

#### **1.2 -Shop Stewards, Union Activities and Representation.**

A. Union Representatives (Staff) may visit the work location of employees covered by the Agreement at any reasonable time. They shall report to the appropriate manager/designee upon arrival at the work site being visited.

B. The Union will provide the Division Human Resource Manager and the Labor Negotiator with the names of Shop Stewards. When contract administration business is conducted during working hours, the Shop Steward is responsible for clearing the time taken away from work with their manager or supervisor.

**1.3 -Payroll Deduction for Political Contributions.**— Democratic, Republican, Independent Voter Education (D.R.I.V.E.). The County agrees to deduct voluntary contributions from the paycheck of all employees covered by this Agreement in accordance with the following:

A. D.R.I.V.E. shall notify the County of the amount of compensation designated by each contributing employee that they voluntarily elect to contribute. The amount will be whole dollar increments and calculated based on the employee's pay period.

B. The County agrees to deduct from all employees covered by this Agreement their voluntary contributions to D.R.I.V.E. If there are insufficient funds in the pay period to pay the full amount on behalf of the contributing employee, the County will not withdraw any funds for that pay period.

C. The County shall transmit to D.R.I.V.E. National Headquarters on a monthly basis, in one check, the total amount deducted for each contributing employee along with the name of each employee on whose behalf a deduction is made.

D. The Union will indemnify, defend and hold the County harmless against any claims made ~~and~~ against it and any suit instituted against the County on account of any deduction or lack thereof of D.R.I.V.E contributions.

#### **ARTICLE 2: APPLICATION OF COALITION LABOR AGREEMENT**

1 The CLA shall apply to the individual bargaining unit's employees as follows: The Preamble  
2 in its entirety, all Superseding provisions, and non-superseding provisions of the CLA.

3 However, employees under Addendum D are eligible for vacation, sick and holiday leaves in  
4 accordance with the CLA. Employees under Addenda A, B, ~~and C~~, and E are eligible for Benefit  
5 Time as set forth in this Agreement (see Article 12 and Addendum 1).

6 **ARTICLE 3: NON-DISCRIMINATION**

7 ~~3.1 All employees share the responsibility of maintaining a work environment that is~~  
8 ~~supportive of equal employment opportunity. Employees, and members of the public alike, will be~~  
9 ~~treated fairly and with dignity and respect.~~

10 **ARTICLE 34: NO STRIKES OR LOCKOUTS**

11 During the term of this Agreement, neither the Union nor the employees covered by this  
12 Agreement shall cause, engage in, sanction, or in any way encourage employees covered by this  
13 bargaining unit to slowdown or strike. The County shall not institute any lockout of its employees  
14 during the life of this Agreement.

15 **ARTICLE 45: MANAGEMENT RIGHTS AND RESPONSIBILITIES**

16 ~~45.1~~ -The County shall have exclusive authority and responsibility to administer all matters  
17 that are not covered by this Agreement.

18 ~~45.2~~ -Management Rights - Enumerated.

19 The management of the County and the direction of the work force is vested exclusively in  
20 the County, except as may be limited by the express written terms of this Agreement. All matters,  
21 including but not limited to, the right to hire, appoint, promote, demote, transfer, layoff, discipline  
22 and discharge temporary employees, and discipline and discharge regular employees for cause; train,  
23 assign and direct the work force; improve efficiency; develop work rules, policies and procedures;  
24 develop and modify classification specifications, allocate positions to those classifications, allocate  
25 employees to those positions; determine work schedules, determine location of facilities and assign  
26 employees to those locations; appraise employee performance; contract out work; determine wage  
27 rates and wage schedules, place employees on the wage schedules and wage rates, and determine the  
28 methods employees move through wage schedules and wage rates; determine methods, processes and

means for providing services; may be administered for its duration by the County in accordance with such policy or procedures as from time to time may be determined and take whatever actions are necessary in emergencies as determined by the County.

### **5.3 Payroll System**

~~———— The parties agree the County has the right to implement a common payroll system, standardize pay practices and Fair Labor Standards Act's workweeks. The parties agree that applicable provisions of the collective bargaining agreement may be re-opened at any time by the County for the purpose of negotiating standardized pay practices, to the extent required by law.~~

## **ARTICLE 56: -TYPES OF EMPLOYEES AND PROBATIONARY PERIOD**

### **56.1 -General.**

Employees covered by this Agreement may be either full-time or part-time. The County shall staff positions as full-time where possible, recognizing that legitimate work requirements or employee needs may require the employment of part-time or term-limited, short-term or provisional temporary employees, or employees working special duty.

### **56.2 -Probationary Period.**

The first six (6) months of employment in a regular position shall be a probationary period for all employees hired into a regular position. During this period a probationary employee may be terminated or have their probationary period extended without recourse to the Dispute Resolution Procedure under CLA Article 26. If the probation period is to be extended, written notice of the extension must be given to the employee and the Union and should be provided prior to the end of the probationary period.

### **56.3 -Trial Service Period.**

All regular employees promoted or transferred to a different classification within the bargaining unit(s) shall serve a six (6) month trial service period. An employee who does not successfully complete the trial service period in a position to which the employee ~~had~~has been promoted or transferred may be restored to their former position. Such restoration is not mandatory, but is optional at the discretion of the former appointing authority provided the position is open and available.

1 **ARTICLE 67: -PERSONNEL ACTIONS**

2 **67.1 -Competitive Recruitments – See also CLA Article 18.**

3 A. For all competitive recruitments to regular positions, selection criteria will be  
4 established in advance by the appointing authority. A panel that includes at least one bargaining unit  
5 representative will interview and evaluate candidates; and make recommendations to the appointing  
6 authority. The same selection criteria shall apply to internal and external candidates.

7 **B. Internal candidates.** Internal candidates refers to employees covered by this  
8 Agreement. Employees who are not represented under this Agreement who are filling a Local 117  
9 position on an acting basis are not internal candidates for the purpose of this Section.

10 **C. Transfers within the same job classification.** Openings for vacancies shall be  
11 posted for a minimum of fourteen (14) days for regular bargaining unit members who are in the same  
12 classification and wish to be considered for transfer. The selection panel shall grant internal  
13 transfers; from members of the bargaining unit who possess the necessary qualifications, skill, and  
14 ability to perform the work, prior to considering other candidates. Seniority shall be used as a tie  
15 breaker among qualified internal applicants. If there are no qualified transfer candidates, the position  
16 will be open to competitive internal and external candidates, pursuant to CLA Article 18.

17 **D.** The County may post for internal and external applicants simultaneously.

18 **67.2 -Layoffs of Regular Employees.**

19 A. In the event of a need for a reduction in force, the County will meet with the Union  
20 as far-in advance as possible, a minimum of six (6) weeks, to identify the reasons requiring the  
21 reduction and the number and classifications of employees affected.

22 **B.** The County and the Union agree that these affected regular employees shall be  
23 given preference for non-promotional job openings within the bargaining units for which they meet  
24 the minimum qualifications. If layoffs are required, the least senior employee(s) in the affected  
25 classification in the bargaining unit shall be laid off provided that those employees remaining on the  
26 job are qualified to perform the work assigned.

27 **C.** Regular employees subject to layoff shall be allowed to exercise seniority rights as  
28 defined in Article 78.2 to displace the least senior employee in another bargaining unit classification,

provided the employee has completed a probationary period in the classification, and has more seniority than the least senior employee in the classification.

**67.3 -Outplacement.**

The County will make available its employee outreach services for employees who have been notified of their impending layoff through the County's employment resource center.

**67.4 -Recall.**

A. Regular employees laid off shall be eligible for recall for two (2) years from the date of layoff. Employees shall be recalled to the affected classifications in the order of seniority (the most senior being recalled first) provided that those recalled are qualified to perform the work assigned.

B. To be eligible for recall, a laid-off employee must keep the County informed of their current address and phone number. The County shall notify laid-off workers of recall by certified letter. When offered re-employment from layoff, the employee must indicate acceptance and report for work within thirty (30) days unless unusual circumstances prohibit return within that time period.

C. Employees failing to respond and return in accordance with the requirements of this section shall be considered to have waived their recall rights.

**ARTICLE 78: SENIORITY**

**78.1** -All regular employees shall accrue seniority from the date of hire. All temporary employees subsequently hired into a regular position without a break in service and who complete the probationary period shall be credited with seniority retroactive to date of hire as a temporary employee.

**78.2** -Seniority for layoff and recall shall be defined as the length of continuous service with the County including time served under the former Metro.

**78.3** -Seniority for purposes of transfers and all other purposes under the Agreement that refer to classification seniority shall be defined as the length of continuous service within the classification.

**ARTICLE 89: PERFORMANCE APPRAISALS AND PERFORMANCE IMPROVEMENT**

**PLAN**



See also CLA Article 27.

**89.1 -Performance Appraisals.-** The County shall maintain a system of employee performance evaluations/development reviews designed to give a fair evaluation of the work performed by the employee and to guide the professional development of the employee to meet business and individual needs.

A. A copy of the final evaluation will be provided to the employee, and a copy will be placed in the employee's permanent personnel file. The employee will be given an opportunity within thirty (30) days of the evaluation to attach comments to the evaluation in the personnel file.

B. An employee may appeal the evaluation to the next level of supervision above the person who did the evaluation, if the employee disagrees with the ratings.

C. Each regular employee will receive an annual performance evaluation between September 15th and October 15th ~~of~~ each year.

**89.2 -Performance Improvement Plan (PIP).-** When a regular employee's supervisor believes the employee's performance is unsatisfactory, the supervisor will document the specific performance deficiencies with a written performance appraisal.

A. Upon receipt of an unsatisfactory performance appraisal and, if requested, the completion of a higher-level review which confirms the unsatisfactory performance appraisal, the employee may be placed on a PIP. The PIP will be reviewed by WTD Human Resources and will include the following:

- Opportunity for the employee to be involved in the development of the PIP
- Description of the employee's specific performance deficiencies
- Specific performance objectives
- Listing of resources available to the employee, as appropriate
- Specified duration (up to 12 months) that provides sufficient time for the employee to make the required improvements
- Regular review of the employee's performance with written evaluation to the employee indicating their progress in meeting the specific performance objectives.

B. The act of placing an employee on a PIP is not a grievable action.

~~C. While on a PIP, an employee will not receive any scheduled salary step increase. If the employee successfully completes the PIP, the employee will then receive the delayed salary step increase the first pay period following successful completion of the PIP. The employee will not be paid retroactive step increase for the period the step increase was delayed. Delayed receipt of a salary step increase will not impact future scheduled salary step increases.~~

**CD.** When an employee is unable to satisfactorily perform the specific performance objectives of their PIP, the supervisor may extend the period of the PIP (but not to exceed the twelve 12 month maximum) if the supervisor determines that the employee may be able to make the required improvements if given more time.

#### **ARTICLE 940: DISPUTE RESOLUTION PROCEDURES**

See also CLA Article 26.

**940.1.** Offers to settle and aspects of settlement discussions will not be used as evidence or referred to if a grievance processed under the CLA grievance procedure article is not resolved by such settlement discussions.

#### **ARTICLE 1044: CLASSIFICATIONS AND RATES OF PAY**

**1044.1** -The classifications and rates of pay for all employees in the bargaining units are listed in Addendums A, B, C, D, and E of this Agreement.

**1044.2** -The General Wage Increase provisions are described in CLA Article 29.

**1044.3** -Regular employees shall progress two (2) steps annually on November 1 until reaching the top step of their salary range. New employees shall be placed at Step 2 of their range and shall progress two (2) steps annually on November 1, until they reach the top step of their range, provided they have successfully completed probation or trial service period by ~~November 1~~August 31. The County may hire an employee above Step 2 in accordance with 3.15.120 of the King County Code.

Increases for term-limited temporary are in accordance with the King County Contingent Worker Manual, as amended. Short-term temporary employees are not eligible for step increases.

Regular employees who are at Step 10 and receive the highest rating on their performance appraisal for two (2) consecutive calendar years shall be eligible for a merit increase of two ~~-~~point

1 five percent (2.5%), or five percent (5%), above Step 10. This must be re-earned each year.

2 WTD is committed to providing transparency in the process that is used to determine whether  
3 employees are eligible for MOT, at either the 2.5% or the 5% level.

4 The first 2.5% is awarded based on an overall “Outstanding” rating on employees’ annual  
5 performance evaluation for two consecutive years.

6 Eligibility for MOT at the 5% level is intended for employees who demonstrate they go well  
7 beyond their ongoing work program(s). This level of work could be considered unsustainable year  
8 after year. In some cases, these employees may have to step up to meet the demand when the  
9 situation is presented and there is no ability to plan for the new or additional workload. These  
10 employees accomplish the new body of work while still maintaining and excelling at their ongoing  
11 work. The 5% reward should be considered a way to distinguish those efforts from the employees  
12 who excel at their work year after year, but were not tasked with an additional large body of work or  
13 particularly challenging situation during the year.

14 As part of the annual performance evaluation process, employees are encouraged to enter into  
15 a discussion with their immediate supervisor or manager to discuss their work accomplishments and  
16 the MOT award that they believe would be supportable under the criteria above. The employees’  
17 supervisor or manager will provide written feedback to employees that includes whether a  
18 recommendation of MOT will be made and at what level.

19 **1041.4 -Meetings.** Hourly employees who are scheduled to attend meetings on their regular  
20 day(s) off or who are required to return to work on a work-day to attend a meeting shall be  
21 compensated for the greater of two hours or the actual meeting time at the overtime rate as defined in  
22 Article 1142.5 of this Appendix.

23 **ARTICLE 1142: -HOURS OF WORK AND OVERTIME**

24 **1142.1** -Some employees covered by this bargaining unit are employed in a bona fide  
25 executive, administrative or professional capacity and are in turn exempt from overtime payments  
26 under the Federal Fair Labor Standards Act (FLSA) and are expected to work the hours necessary to  
27 satisfactorily perform their jobs.

28 **1142.2 -Hours of Work.**

1           A. Regular work shifts are eight hours per day for five consecutive days per week, or  
2 ten hours per day for four consecutive days per week.

3           B. Other innovative work schedules mutually agreed upon by the County and the  
4 Union may be utilized.

5           **1142.3** -The following provisions of this Article apply only to hourly employees in positions  
6 covered by the overtime requirements of the Fair Labor Standards Act (FLSA).

7           **1142.4 -Meal and Rest Periods.**

8           A. 30--minute meal periods will be provided on the employee's time during each shift  
9 or workday. Except in emergencies, employees will not be required to respond to work needs during  
10 the unpaid meal period.

11           B. 15--minute paid rest periods will be provided approximately midway through each  
12 one-half (1/2) shift.

13           C. Employees will not be required to work longer than 3 hours without a rest or meal  
14 period except in emergencies. Hourly employees who are directed or required to miss breaks or  
15 lunches shall be compensated for such time in accordance with this Agreement and applicable law.

16           **1142.5 -Contractual Overtime.**

17           **Contractual daily overtime** shall be paid to employees who work more than their regularly  
18 scheduled workday, inclusive of alternative work schedules, at the Contractual Overtime Rate in  
19 effect at the time the overtime work is performed.

20           **Contractual weekly overtime** shall be paid to employees for all hours worked in excess of 40  
21 hours per FLSA workweek at the Contractual Overtime Rate in effect at the time the overtime work  
22 is performed.

23           The Contractual Overtime Rate for each overtime hour worked shall be one and one-half  
24 times the combined amount of the employee's hourly base rate of pay and any applicable pay  
25 premiums in effect at the time the OT is worked (known as "time and one half"). If the Fair Labor  
26 Standards Act (FLSA) requires a higher rate of pay for any overtime hours worked, the employee  
27 shall be paid the higher rate of pay pursuant to the FLSA.

28           A. Employees required to work more than their regular workday or workweek will be

1 paid either overtime for such additional hours at 1-1/2 times the employee's base hourly rate of pay  
2 or compensatory time, if compensatory time is approved by their supervisor, at the rate of 1-1/2 times  
3 the amount of overtime hours actually worked, inclusive of any premiums in effect at the time.

4           **B.** Paid benefit time, sick leave and compensatory time shall not be counted as time  
5 worked for purposes of overtime calculation. The County will provide the Union with at least thirty  
6 (30) days' notice of any change in the workweek or payroll week for employees covered by this  
7 Agreement.

8           **C.** For the purpose of calculating overtime, an employee's workday shall be defined  
9 as beginning with the first hour of their regularly assigned shift and continuing for a total of 24  
10 consecutive hours. The workweek shall consist of seven consecutive 24-hour periods as defined by  
11 the County.

12           **D.** When an employee is held over or called in for a work period that includes a  
13 regular meal period, the meal period will be unpaid.

14           **E.** Employees working two consecutive hours of unscheduled overtime immediately  
15 following the employee's regularly scheduled workday shall be eligible to receive a meal expense  
16 reimbursement. For purposes of this provision, "unscheduled overtime" is overtime about which the  
17 employee is notified on the day in question.

#### 18           **1142.6 Compensatory Time.**

19           **A.** Accrued compensatory time shall be available for the employee's use as paid time  
20 off the job. Accrued compensatory time in excess of eighty (80) hours (forty-eight [48] hours where  
21 requested by the employee) shall be paid off at the conclusion of each calendar year quarter at the  
22 employee's regular hourly rate of pay. A current balance of compensatory time hours available will  
23 be shown on the pay stub. Employees may not use compensatory time until it is earned and is shown  
24 on the pay stub.

25           **B.** Compensatory time must be used during the calendar year in which it is accrued  
26 unless this is not feasible due to work demands. The employee may then request, and the department  
27 director may approve, the carryover of a maximum of 40 hours of accrued compensatory time.

28           **C.** Employees will be paid in the pay period that includes December 31 for all

1 accrued compensatory time not carried over into the following year.

2           **D.** Compensatory hours that have been carried over must be used within the first  
3 quarter of the new calendar year, or will be cashed out in the pay period that includes March 31.

4           **E. Overtime/Compensatory Time Option.** The supervisor and the employee shall  
5 determine which form of compensation will be provided. The employee's preference for either  
6 overtime pay or compensatory time or a combination thereof will be considered. However, business  
7 needs may prevent the employee from earning compensatory time in lieu of overtime pay. This  
8 selection shall be made prior to the employee submitting their time sheet for the pay period in which  
9 the overtime was worked. Employees' requests to use compensatory time earned may be denied if  
10 such leave would unduly disrupt the County's business operations.

11           ~~1142.7~~ -Fourteen (14) calendar days notice will be given to an employee prior to  
12 implementing an involuntary change in the employee's regular schedule, except in cases of  
13 emergency.

14           ~~1142.8~~ -The County may not change an employee's regular schedule for the purpose of  
15 avoiding the payment of overtime.

16 **ARTICLE ~~1243~~: BENEFIT TIME AND SICK LEAVE**

17           ~~12.1 Revised Benefit Time Standard.~~ New terms intended to replace Article 12 Benefit  
18 Time are identified in Addendum 1: REVISED BENEFIT TIME STANDARD AND PAID SICK  
19 LEAVE. The County intends to prospectively implement the terms in the Addendum in 2026 upon  
20 notice to the Union, which shall function as a full replacement to the Benefit Time terms in Article  
21 12.

22 **~~1243.24~~ General Description.**

23           The benefit program has two elements to it: -one is Benefit Time (BT) and the other is Sick  
24 Leave (SL). Both programs are for comprehensive benefit eligible employees and built on the  
25 accrual rate table set forth in Section ~~1243.5~~. This program recognizes the need for scheduled time  
26 away from the job (vacation and holidays) for personal reasons and for occasions when the employee  
27 must be away because of illness or injury. Benefit Time is administered with the understanding that:  
28 a) BT is intended to constitute wage replacement when an employee is on leave, and b) because

business needs may constrain employees' ability to utilize leave, the Agreement provides for a yearly cash conversion-. BT shall not apply to employees in classifications listed under Addendum D.

**12.313.2 Definitions.**

A. All BT and SL time is based on a 2080-hour year. BT is the bank of time accrued for use during scheduled paid time off, including holidays, and unscheduled paid time off (excluding bereavement leave and jury duty) once SL is exhausted.

B. SL is the bank of time accrued for use during all paid nonscheduled illness and pre-scheduled sick leave for employees and to care for their eligible family members (as defined under RCW 49.46.210(2) and KCC 3.12.220).

C. Employees may donate BT and SL to another comprehensive benefit eligible employee in accordance with the CLA article regarding Donated Leave. For purposes of clarification, BT donation shall be consistent with CLA vacation leave donation and SL donation shall be consistent with CLA SL donation.

**12.413.3 Principles.**

A. The BT program is intended to provide a productive workplace where employees are encouraged to be healthy and regularly be at work.

B. Operational efficiency is increased by the responsible management of the BT usage. The appropriate use of BT rests with the business teams.

**12.413.54 Absence.**

A. Employees are expected to schedule BT as far in advance as possible to facilitate business team planning. Employees are expected to notify the County of any unscheduled absence in accordance with established notice requirements. If the reason for unscheduled absence is for illness, the employee shall be paid from their accrued SL bank. However, all BT and SL time shall be coordinated with, and supplementary to, Workers' Compensation.

B. Non-exempt employees who become ill or who are injured while at work shall apply the applicable accrued SL or BT for that portion of the shift that they are unable to complete and is unpaid through Workers' Compensation. Hourly employees may use accrued SL and BT in increments of 0.25 hour if approved by the supervisor.

C. Exempt employees use accrued BT in increments of not less than one regular work day. Exempt employees who are absent for part of a work-day will not be required to charge such absences against any accrued leave balances nor will the employee's pay be reduced.

D. Employees unable to work because of any other personal emergency not related to employee or eligible family member illness shall be allowed to use BT for any unworked but scheduled hours.

E. BT and SL will be paid only to the extent that BT and SL hours have been accrued by the employee in the pay period immediately preceding the absence.

**12.613.5 -BT and SL Accrual.**

A. BT accrual shall be as follows and based on a comprehensive benefit eligible employee's adjusted service date:

Months of Service	Hourly Accrual Rate	Approximate Accruals		
		Days/Yr	Hrs./Yr	Hrs./Pay Period
0	0.119229	31	248	9.538
60	0.130767	34	272	10.461
96	0.134615	35	280	10.769
120	0.150005	39	312	12.000
192	0.153842	40	320	12.307
204	0.157692	41	328	12.615
216	0.161542	42	336	12.923
228	0.165380	43	344	13.230
240	0.169230	44	352	13.538
252	0.173077	45	360	13.846
264	0.176917	46	368	14.153
276	0.180767	47	376	14.461
288	0.184617	48	384	14.769
300	0.188467	49	392	15.077

B. Comprehensive leave eligible employees shall accrue SL benefits at the rate of 0.0269 hours for each hour in paid status excluding overtime up to a maximum of 8 hours per month. While this accrual is more generous than what is required under Washington State law, there are circumstances where an employee may receive additional SL accruals. To ensure all employees earn



1 the correct amount of leave, payroll staff multiplies the number of hours an employee worked by  
2 0.025 at the end of each pay period. That number is then compared to what the employee accrued  
3 under the above. The higher amount of leave is awarded to the employee. Any additional leave is  
4 awarded on the following pay advice.

5 C. The hourly accrual rates indicated in this article shall not be construed to mean that  
6 FLSA exempt employees receive compensation based on the number of hours worked.

7 D. Consistent with CLA Article 31 Sick Leave, Temporary and Part-time employees  
8 in short-term temporary positions and administrative interns shall accrue SL at the rate of 0.025 per  
9 hour for each hour in pay status to be used solely as paid sick leave for self-care or to care for a  
10 family member and for other qualifying reasons in accordance with state law, County code, and  
11 applicable Employer policies. On January 1 of each calendar year, all accrued SL over 40 hours will  
12 be forfeited for short-term temporary employees.

13 ~~E. Article 13.5.D: Transition to new BT accrual chart. The accrual chart in~~  
14 ~~Article 13.5.A has been updated to adopt two new holidays, Juneteenth and Indigenous Peoples~~  
15 ~~Day. This change will add 16 hours of BT annually. The updated BT accrual rates shall be~~  
16 ~~implemented retroactively to January 1, 2022. The County shall have discretion on how to~~  
17 ~~implement the addition of BT for 2022, provided that that the outcome is that employees receive 16~~  
18 ~~additional hours of BT or the appropriate pro-rated adjustment as applicable.~~

19 **12.713.6 BT and SL Accumulation.**

20 For comprehensive benefits eligible employees hired on or after July 1, 2023, the maximum  
21 accumulated carryover of BT from the pay period ending before April 1 of one calendar year to the  
22 next shall be 320 hours and all hours in excess of 320 hours shall be forfeited. One time per year,  
23 prior to the forfeiture of BT, Employees who have greater than 320 hours shall have the option to  
24 convert up to 80 hours to cash, down to a balance of 320 hours.

25 A. Employees with at least four hundred and eighty (480) hours at the pay period  
26 ending before April 1st shall have the option to convert BT to cash as follows. Employees in  
27 classifications described in Addendum A, and who were hired on or before December 31st, 2017,  
28 shall have the option to cash out up to one hundred twenty (120) hours of BT down to a balance of

four hundred eighty (480) hours. All other employees shall have the option to cash out up to forty (40) hours of BT down to a balance of four hundred eighty (480) hours.

**B.** BT in excess of six hundred (600) hours for employees who can convert up to one hundred twenty (120) hours of BT to cash, or in excess of five hundred twenty (520) for employees who can convert up to forty (40) hours of BT to cash from the pay period ending before April 1st of the calendar year shall be forfeited. Exception: an employee who exceeds their BT cap i.e., six hundred (600) or five hundred twenty (520) hours, on or after April 1 as a direct result of cancellation by the County of the employee's absence shall be allowed to retain the excess hours for up to six (6) additional months (to the following October 1) provided the employee did not have an opportunity to use the excess time before April 1.

~~Additionally, in March 2023, the cashout level for all employees will be adjusted from their current cashout rates to 120 hours, for this single cashout year, provided they meet the thresholds for cashout.~~

**C.** There shall be no limit on the amount of SL accrued.

**12.813.7 Upon Retirement or Death.**

Upon retirement from the County or death, an employee or their beneficiary shall be paid for up to 480 hours, or 320 hours for employees hired on or after July 1, 2023, of accrued BT at 100% and for all accrued SL at 35% of the employee's base hours rate of pay. Retirement as a result of length of service means an employee is eligible, applies for and begins drawing a pension from PERS or the City of Seattle Retirement Plan immediately upon terminating County employment.

**12.913.8** Employees who have successfully completed probation may cash-out a maximum of 480 hours, or 320 hours for employees hired on or after July 1, 2023, of BT time upon leaving employment in good standing. Employees returning to regular service who resigned, were separated for non-disciplinary medical reasons or from layoff within two -years will have their SL restored.

**12.1013.9 Holidays.**

**A.** All work performed on the following holidays by hourly employees shall be paid their hourly base rate of pay (inclusive of any applicable pay premiums in effect at the time), plus one half of the employee's hourly base rate of pay (inclusive of any applicable pay premiums in effect at the time) -for all hours worked as a holiday premium.

- New Year's Day
- Martin Luther King Jr.'s Birthday
- Washington's Birthday (also known as President's Day)
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Indigenous Peoples Day
- Veteran's Day
- Thanksgiving Day
- Day after Thanksgiving Day
- Christmas Day

**B.** Holidays will be on the actual day of the holiday for shift crews and on the day the County observes the holiday for employees whose workdays are ~~on~~ Monday through Friday. Shift supervisors required to work on December 24th will be paid their hourly base rate of pay (inclusive of any applicable pay premiums in effect at the time), plus one half of the employee's hourly base rate of pay (inclusive of any applicable pay premiums in effect at the time).

~~**13.10 Reopener**~~

~~The parties agree to reopen Section 13.6 in the event that the BT maximum accrual or cash-out rate(s) increases in another bargaining unit representing employees in the Wastewater Treatment Division.~~

**1213.11** Employees under Addendum D are eligible for vacation, sick and holiday leaves in accordance with the CLA.

**ARTICLE 1314: -BENEFITS**

**1314.1 -Benefit Plan Administration** – See also CLA Article 25.

The administration of the employee benefit plans is the responsibility of the County. The County is committed to helping employees understand the benefits to which they are entitled by eliminating red tape where possible; and ensuring efficient administration by the parties with which it

1 contracts. The County may make administrative changes that are necessary or desirable and will  
2 notify the Union of administrative changes as they occur.

3 The County shall maintain the current level of benefits under its medical, dental, vision and  
4 life insurance programs during the life of this Agreement, except that:

5 A. There is an established Labor/Management Insurance Committee comprised of  
6 representatives from the County and the Labor Union Coalition whose function is to review, study,  
7 and make recommendations relative to existing medical, dental, and life insurance programs.

8 B. The Union and the County agree to incorporate changes to employee insurance  
9 benefits which the County may implement as a result of the agreement of the Joint Labor  
10 Management Insurance Committee.

11 **1314.2 -Eligibility.**

12 Comprehensive benefit eligible employees and their eligible dependents will receive insured  
13 benefits (e.g., medical and dental) coverage from the first day of the calendar month following the  
14 date of hire, or the date of hire if it is the first day of the month.

15 **1314.3 -Retirement.**

16 Bargaining unit employees are currently covered by the Public Employees Retirement  
17 System. All terms, conditions, and benefits shall be pursuant to the laws, ordinances, and rules and  
18 regulations governing this retirement system.

19 **1314.4 -Pension Trust.**

20 **1314.4.1 -Contribution.** The County will contribute \$1.00 to the Western Conference  
21 of Teamsters Pension Trust (Pension Trust) on behalf of each member of the bargaining units whose  
22 position is under Addendums A, B, C, and E in accordance with the parties' pension agreements.

23 **1314.4.2 -Wage Reduction.** In order to participate in the Pension Trust all bargaining  
24 unit employees who are in classifications covered under Addendums A, B, C, and E shall have their  
25 wage rate reduced by the amount of the County's contribution on the employee's behalf pursuant to  
26 Section 14.4.1. The parties agree and understand that this contribution shall not be reported as part of  
27 the employees' wage to the State Department of Retirement Systems or the Internal Revenue Service,  
28 nor shall this contribution be part of the employees' wage for computation of overtime or any salary-

1 based premium pay.

2 **1314.5 -Workers' Compensation.**

3 A. The County will maintain workers' compensation procedures and payments  
4 consistent with all state laws, administrative rules, and guidelines promulgated by the state legislature  
5 and Department of Labor and Industries.

6 B. In addition to the compensation benefits accruing to employees under state  
7 industrial insurance laws, or in addition to the compensation earned for alternative work, an  
8 employee may use their accrued BT and SL or vacation and sick leave to supplement the workers'  
9 compensation payment. An employee will not receive compensation in excess of what the employee  
10 would normally receive in net take-home pay. Any overpayment must be returned to the County.  
11 Net take-home pay will be calculated based on the employee's hourly wage at the time of injury  
12 times 80 hours minus mandatory deductions.

13 C. Employees who miss work due to on-the-job injuries will continue to accrue BT  
14 and ESL or vacation and sick leave on straight-time hours of work lost, for a maximum of 60  
15 workdays missed during each calendar year.

16 **1314.6 -'Home Free' Guarantee.**

17 Employees shall be eligible for King County's "Home Free Guarantee" program, as offered  
18 through the Employee Transportation Program.

19 **1314.7 -Prior Ongoing Permanent Savings.**

20 In order to memorialize the gainsharing distribution for ongoing permanent savings to the  
21 wastewater program achieved under the prior Collective Bargaining Agreement, a permanent  
22 adjustment for past productivity gains will be added to the base hourly pay rate for all employees  
23 employed in a bargaining unit position prior to November 18, 2006, and shall be adjusted for GWI in  
24 accordance with the provisions of the CLA. Employees hired or promoted into bargaining unit  
25 positions on or after November 18, 2006, shall be entitled to receive the wage adjustment under this  
26 section if the employee is hired/promoted from a position which received the adjustment at the time  
27 of the hiring/promotion. The provisions of this section will not apply to employees in classifications  
28 listed under Addendums B, C, D, and E.

1 **ARTICLE 1415: -LEAVES OF ABSENCE WITH AND WITHOUT PAY**

2 **1415.1** -Executive Leave. Employees covered by this Agreement who are in a salaried  
3 position and eligible for Executive Leave as provided in Executive policy will receive three days of  
4 Executive Leave per calendar year. Executive Leave up to seven additional days per year, as  
5 provided in the Executive policy, may be granted at the discretion of the County.

6 **1415.2** -Return from Medical Leave of Absence.

7 A. Regular employees wanting to return from a medical leave of absence, or who  
8 need to extend the leave of absence beyond the original return date, may be required to be examined  
9 by a physician of the County's choice at the County's cost to determine the employee's right to either  
10 a-continuing leave or work status.

11 B. Regular employees will be re-employed in their former classification at the end of  
12 the leave, provided the employee is able to perform the work. Seniority, SL or Sick Leave balance  
13 earned, and BT or Vacation Leave accrual rates based upon seniority established at the time of  
14 departure on leave of absence shall be restored when the employee returns to work. No seniority or  
15 benefits will accrue while on a-leave of absence without pay. In the case of Union business leave,  
16 employees granted leave will continue to earn seniority.

17 **1415.3** -To the extent that the Washington State Family Care Act (RCW 49.12.295) provides  
18 a greater benefit than the provisions of this Agreement, the Washington State law will apply.

19 **ARTICLE 1516: SPECIAL CONDITIONS**

20 **1516.1** -License and Tuition Reimbursement. Employees required to have special licenses  
21 and/or required to attend seminars/outside courses of study that relate to business needs and are  
22 approved in advance will be reimbursed.

23 **1516.2** -Professional Licenses, Designations, and Certification Pay.

24 A. **Introduction.** To encourage professional development and to ensure the  
25 employment of qualified personnel in appropriate classifications, compensation for professional  
26 licenses and certifications will be provided in accordance with this Article. Such compensation shall  
27 be paid to those employees who have obtained professional licenses and certifications or completed  
28 further education or paid for memberships in organizations that are directly applicable to their

1 employment.

2                   **B. Professional Engineer Licenses.** Employees who have one or more current  
3 Washington State professional licenses in the branches of Civil, Mechanical, Electrical, Chemical,  
4 Environmental, Sanitary, or Structural Engineer directly applicable to their position shall be paid one  
5 hundred (\$100.00) fifty (\$50) dollars per month. ~~If the professional engineering license is directly~~  
6 ~~applicable to their employment, they will receive an additional fifty (\$50) dollars per month.~~

7                   **C. Certifications and Professional Designations.** Within the terms of this  
8 Agreement, certifications include, but are not limited to the following:

- 9                               • Certified Public Accountant
- 10                             • Project Management Institute Certification
- 11                             • Certified Internal Auditor
- 12                             • Certified Maintenance and Reliability Professional
- 13                             • Chartered Financial Analyst
- 14                             • Operator III or higher for Chief Process Analyst
- 15                             • Certified Reliability Leader (CRL)
- 16                             • Certified Administrative Professional (CAP)

17                   During the term of this Agreement, additional certifications may be added by mutual  
18 agreement of the parties to this contract.

19                   **D.** All eligible employees who have one or more valid certifications as described  
20 above in a discipline directly applicable to their employment shall be paid an additional ~~\$75~~50 dollars  
21 per month per certification up to a maximum of \$100 -dollars per month. Membership in an  
22 organization does not qualify an employee for compensation.

23                   **E.** Employees must provide evidence of current licensure or certification to the  
24 certification pay administrator on or prior to expiration in order to avoid a lapse in payment.  
25 Membership in an organization does not qualify an employee for compensation.

26                   **F.** There are no automatic renewals for certification pay. The effective date for  
27 premium pay shall be prospective from the date that the request is submitted by the employee to the  
28 WTD Certification Pay Administrator, regardless of the date certified or recertified. No retroactive

1 payments will be made for failure to provide documentation.

2           G. To encourage professional development and to ensure the employment of  
3 qualified personnel in appropriate classifications, compensation for professional licenses and  
4 certifications will be provided in accordance with this Article. During the term of this Agreement,  
5 additional certifications may be added by written Memorandum of Agreement.

6           **1516.3 -Vehicle Usage Reimbursement.**

7           Employees who are required and are authorized to use their own vehicles on the County's  
8 business shall be reimbursed at the Internal Revenue Service rate or the rate established by the  
9 Council, whichever is greater.

10          **1516.4 -Take-Home Vehicles.**

11          Because certain classifications in the bargaining unit require specialized vehicles with  
12 specialized equipment to perform county work outside of an employee's normally scheduled  
13 workday, employees assigned to such classifications shall be assigned County-owned vehicles with  
14 such equipment in accordance with County policy.

15          **1516.5 Personnel Files.**

16          The employee or their union representative (if the employee ~~so~~-authorizes in writing) may  
17 examine the employee's personnel files, including the division personnel file.

18          Employees may request that a document be removed from their personnel file in accordance  
19 with established division procedures and HR policy.

20          **1516.6 -Legal Counsel.**

21          Defense and indemnification of employees shall be in accordance with King County Code  
22 2.21. Employees named as a defendant in a civil action arising out of the performance of the  
23 employee's duties shall be provided legal representation and indemnification in accordance with the  
24 provisions of King County Code.

25          **1516.7 -Drug and Alcohol Testing Policy.**

26          A. The parties have agreed to implement the "Prohibited Drug Use and Alcohol  
27 Misuse Education and Testing Program Policy for Employees Occupying Safety-Sensitive Positions"  
28 (hereinafter, "Drug and Alcohol Policy") with the following modifications or additions:



1                   B. All bargaining unit employees subject to random testing will be included in a  
2 single random testing pool of County employees.

3                   C. The Union will be provided with a copy of the form(s) prepared indicating the  
4 grounds for requiring an employee to submit to a reasonable suspicion test within 24 hours of testing  
5 or as soon as possible thereafter.

6                   D. When available, a second supervisor will observe the behavior that warrants a  
7 reasonable suspicion test and will complete related forms in accordance with the Drug and Alcohol  
8 Policy.

9                   **1516.8 Recognition Programs.**

10                  The County and the Union agree to develop and implement programs which recognize  
11 employees in areas such as safety, service, and attendance.

12                   **1516.9 -Safety Standards** – See also CLA Article 42.

13                   A. The County and its employees value a safe working environment and recognize  
14 their mutual obligation to maintain safety standards. The County shall adopt and enforce a program  
15 in accordance with applicable state and federal laws and regulations that encourages the safety  
16 committees to establish programs that meet the County, and the employee safety needs and that  
17 clearly delineates safety equipment needs, thereby setting the standard for all employees to perform  
18 their duties in a safe and competent manner.

19                   **1516.10 –Automatic Vehicle Location System Use Policy.**

20                  The “Automatic Vehicle Location System Use Policy”, as amended, shall apply to all  
21 employees with the following modifications or additions:

22                   A. AVL data will not constitute the sole documentation used to determine discipline  
23 imposed on an employee.

24                   B. Any real time viewing of data is permissible only for operational reasons and will  
25 not be used for surveillance of employees, whether to monitor performance or to justify  
26 implementation of disciplinary actions. Furthermore, should the County engage in a process whereby  
27 AVL data is utilized beyond the scope of traditional operational monitoring, i.e., e.g., to track a  
28 specific route, vehicle and/or employee, then all relevant employees shall be so notified in advance.

1 C. The County will not access such data for the purpose of disciplinary action unless  
2 there is a good faith reason to suspect that an employee has committed an offense that could result in  
3 discipline. The County agrees not to request or view AVL data, absent any other evidence, for the  
4 purpose of monitoring an employee who may have committed a violation of some rule or policy that  
5 could result in disciplinary action-, e.g., no fishing expeditions.

6 D. If the County is aware of AVL data that may pertain to an investigation, the  
7 employee who is subject to the investigation and/or the Union will have the right to view the AVL  
8 data before an investigatory interview is conducted by the employee's department/division. If the  
9 County refuses to show the employee and the Union the AVL data, upon request before conducting  
10 an investigatory interview, then the AVL data shall not be used as evidence in any manner related to  
11 discipline.

12 E. The County agrees to comply with requests from the employee and/or the Union  
13 for access to AVL data, where discipline or the potential to issue discipline exists.

14 F. All Public Disclosure Requests related to AVL data will be forwarded to public  
15 disclosure officials of the department/division responsible for the particular vehicle, or that employs  
16 the Union employee, for response pursuant to the department's policies and procedures.

17  
18 ~~International Brotherhood of~~ Teamsters Local 117:

19  
20  
21 ~~Paul Dascher John Searey~~  
Secretary-Treasurer

22  
23 King County Office of Labor Relations:

24  
25  
26  
27 ~~-Andre Chevalier~~  
Interim Labor Relations Manager

~~Wage Addendum~~ **WAGE ADDENDUM**

~~International Brotherhood of~~ Teamsters Local 117 - Wastewater Treatment, DNRP

**Professional & Technical / Administrative Support**

cba Code: 156		ADDENDUM A		Union Code: F6
Job Class Code	PeopleSoft Job Code	Classification Title		Wage Range*
2810100	281205	Administrator I		50
2810200	281306	Administrator II		56
2131100	214106	Business and Finance Officer I		53
2131200	214207	Business and Finance Officer II		58
2131300	214302	Business and Finance Officer III		62
<del>2501100</del>	<del>252109</del>	<del>Wastewater</del> Communications Specialist I		<del>5351</del>
<del>2501200</del>	<del>252215</del>	<del>Wastewater</del> Communications Specialist II		<del>5654</del>
<del>2501300</del>	<del>252309</del>	<del>Wastewater</del> Communications Specialist III		<del>6058</del>
<del>2501400</del>	<del>252402</del>	<del>Wastewater</del> Communications Specialist IV		<del>6664</del>
7112100	711103	Engineer I		<del>5754</del>
7112200	711202	Engineer II		<del>6259</del>
7112300	711302	Engineer III		<del>6764</del>
7112400	711402	Engineer IV		<del>7269</del>
2444500	244502	Industrial Maintenance Program Specialist		<del>6865**</del>
7120400	713401	Chief Process Analyst		<del>6966</del>

\* For rates, please refer to King County Squared Salary Table. The Union has agreed to reduce the wage rates under this contract by \$1.00 per hour pursuant to Article ~~1314~~.4 of the collective bargaining agreement pertaining to participation in the Western Conference of Teamsters Pension Trust.

~~\*\*Wage change will be retroactive to 1/1/2021.~~

~~Wage Addendum~~ **WAGE ADDENDUM**

~~International Brotherhood of~~ Teamsters Local 117 - Wastewater Treatment, DNRP

**Professional & Technical / Administrative Support**

cba Code: 156		ADDENDUM B		Union Code: F6D
Job Class Code	PeopleSoft Job Code	Classification Title		Wage Range*
2151100	207113	Payroll Specialist		<del>47</del> 44
2810200	281316	Administrator II		56
2131100	214112	Business and Finance Officer I		53
2131200	214217	Business and Finance Officer II		58
2131300	214313	Business and Finance Officer III		62
2131400	214412	Business and Finance Officer IV		67
1041100	110005	Financial Services Administrator		<del>71</del> 75
2216300	225906	Grant Administrator		65
2120200	212203	Internal Auditor		64
2441300	243326	Project/Program Manager III		63
2703100	271801	Utilities Economist		69

cba Code: 156		ADDENDUM C		Union Code: F6C
Job Class Code	PeopleSoft Job Code	Classification Title		Wage Range*
<del>2501100</del>	<del>252110</del>	<del>Wastewater</del> Communications Specialist I		<del>53</del> 51
<del>2501200</del>	<del>252213</del>	<del>Wastewater</del> Communications Specialist II		<del>56</del> 54
<del>2501300</del>	<del>252311</del>	<del>Wastewater</del> Communications Specialist III		<del>60</del> 58
<del>2501400</del>	<del>252409</del>	<del>Wastewater</del> Communications Specialist IV		<del>66</del> 64

\* For rates, please refer to King County Squared Salary Table. The Union has agreed to reduce the wage rates under this contract by \$1.00 per hour pursuant to Article ~~13~~14.4 of the collective bargaining agreement pertaining to participation in the Western Conference of Teamsters Pension Trust.

## WAGE ADDENDUM

**~~International Brotherhood of~~ Teamsters Local 117 - Wastewater Treatment, DNRP**

### **Professional & Technical / Administrative Support**

<b>cba Code: 156</b>		<b>ADDENDUM D</b>		<b>Union Code: F6A</b>
<b>Job Class Code</b>	<b>PeopleSoft Job Code</b>	<b>Classification Title</b>	<b>Wage Range*</b>	
2810200	281319	Administrator II	56	
2230300	223504	Customer Services Coordinator – Lead	59	
4101100	411113	Fiscal Specialist I	<del>3534</del>	
4101200	411216	Fiscal Specialist II	<del>3938</del>	
4101300	411318	Fiscal Specialist III	<del>4342</del>	
4101400	411408	Fiscal Specialist IV	<del>4847</del>	
2441100	243115	Project/Program Manager I	53	
2441200	243222	Project/Program Manager II	58	
2441300	243321	Project/Program Manager III	63	

<b>cba Code: 156</b>		<b>ADDENDUM E</b>		<b>Union Code: F6E</b>
<b>Job Class Code</b>	<b>PeopleSoft Job Code</b>	<b>Classification Title</b>	<b>Wage Range*</b>	
4200100	421117	Administrative Office Assistant	<del>3029</del>	
4201100	421215	Administrative Specialist I	<del>3533</del>	
4201200	421331	Administrative Specialist II	<del>3937</del>	
4201300	421423	Administrative Specialist III	<del>4341</del>	
4201400	421509	Administrative Specialist IV	<del>4846</del>	
2810000	281114	Administrative Staff Assistant	<del>4948</del>	
2810100	281214	Administrator I	50	
4300100	431211	Customer Service Specialist I	<del>3432</del>	

\* For rates, please refer to King County Squared Salary Table. The Union has agreed to reduce the wage rates under this contract by \$1.00 per hour pursuant to Article ~~1314~~.4 of the collective bargaining agreement pertaining to participation in the Western Conference of Teamsters Pension

Trust.

**ADDENDUM 1**  
**REVISED BENEFIT TIME (BT) STANDARD AND PAID SICK LEAVE**

**SECTION 1. EFFECTIVE DATE.** Subsequent to King County Council ratification and the Ordinance Date for this Appendix, the County will give notice to the Union in 2026 about a future, to be determined pay period that will be identified when the terms of this Addendum will be implemented and replace the existing Article in the parties collective bargaining agreement (CBA) on Benefit Time in its entirety. After the implementation date occurs, the Article on Benefit Time in the CBA will be considered null and void, and this Addendum shall govern Benefit Time and paid sick leave accruals and administration.

**SECTION 2. OVERVIEW.** Benefit Time (BT) is a type of paid leave (i.e., combined paid vacation and holiday paid leave hours) and a separate paid sick leave (SL) leave accrual shall also exist with a separate accrual bank. BT is only available to employees in comprehensive leave eligible positions. In contrast, SL is a type of paid leave available to both comprehensive leave eligible employees and to employees in short-term temporary positions on a more limited basis.

BT is administered with the understanding that because the business needs of the County may constrain an employee's ability to utilize and be approved to use BT, a yearly and limited cash conversion option of BT is provided as specified below.

**SECTION 3. BT ACCRUAL RATE.** BT accrual shall be available to employees in comprehensive benefit eligible positions based on the employee's adjusted service date as follows:

<b><u>BT ACCRUAL TABLE</u></b>				
<b><u>Months of Service</u></b>	<b><u>Hourly Accrual Rate</u></b>	<b><u>Approximate Accruals</u></b>		
		<b><u>Days/Yr</u></b>	<b><u>Hrs./Yr</u></b>	<b><u>Hrs./Pay Period</u></b>
<u>0</u>	<u>0.126912</u>	<u>33</u>	<u>264</u>	<u>10.153</u>
<u>48</u>	<u>0.130767</u>	<u>34</u>	<u>272</u>	<u>10.461</u>
<u>96</u>	<u>0.134615</u>	<u>35</u>	<u>280</u>	<u>10.769</u>
<u>120</u>	<u>0.150005</u>	<u>39</u>	<u>312</u>	<u>12.000</u>
<u>192</u>	<u>0.153842</u>	<u>40</u>	<u>320</u>	<u>12.307</u>

<u>204</u>	<u>0.157692</u>	<u>41</u>	<u>328</u>	<u>12.615</u>
<u>216</u>	<u>0.161542</u>	<u>42</u>	<u>336</u>	<u>12.923</u>
<u>228</u>	<u>0.165380</u>	<u>43</u>	<u>344</u>	<u>13.230</u>
<u>240</u>	<u>0.169230</u>	<u>44</u>	<u>352</u>	<u>13.538</u>
<u>252</u>	<u>0.173077</u>	<u>45</u>	<u>360</u>	<u>13.846</u>
<u>264</u>	<u>0.176917</u>	<u>46</u>	<u>368</u>	<u>14.153</u>
<u>276</u>	<u>0.180767</u>	<u>47</u>	<u>376</u>	<u>14.461</u>
<u>288</u>	<u>0.184617</u>	<u>48</u>	<u>384</u>	<u>14.769</u>
<u>300</u>	<u>0.188467</u>	<u>49</u>	<u>392</u>	<u>15.077</u>

#### **SECTION 4. PAID SICK LEAVE (COMPREHENSIVE LEAVE ELIGIBLE**

**POSITIONS)**. Comprehensive leave eligible employees shall accrue SL benefits at the rate of 0.0269 hours for each hour in paid status excluding overtime and excluding the use of donated leave up to a maximum of 8 hours per month, unless additional sick leave is required by state law. There shall be no limit to the number of sick leave hours that an employee eligible for comprehensive leave eligible position may accrue and carry over from year-to-year, except as specified. An employee is not entitled to sick leave until the first day following the pay period in which it was accrued. SL must be used for the authorized purposes outlined in the CLA (e.g. CLA Section 31.5) and comply with any applicable WTD Division policies related to sick leave usage.

#### **SECTION 5. PAID SICK LEAVE (SHORT-TERM TEMPORARY (STT)**

**POSITIONS)**. Employees in STT positions shall accrue sick leave at the rate of 0.025 hours for each hour in pay status. Short-term temporary employees may carry over 40 hours of unused sick leave to the following calendar year. At the end of the pay period that includes December 31, all accrued sick leave over 40 hours will be forfeited. An employee is not entitled to use sick leave until the first day following the pay period in which it was accrued. SL must be used for the authorized purposes outlined in the CLA (e.g. CLA Section 31.5) and comply with applicable WTD Division policies related to sick leave usage.

**SECTION 6. BT USAGE.** Employees are expected to schedule BT as far in advance as possible to facilitate business team planning. Employees are expected to notify the County of any

unscheduled absence, in accordance with established notice requirements in established WTD Division policies.

FLSA Exempt employees use accrued BT in increments of not less than one (1) regular workday. Exempt employees who are absent for part of the workday will not be required to charge such absences against any accrued leave balances nor will the employees' pay be reduced. BT will be paid only to the extent that BT hours have been accrued by the employee in the pay period immediately preceding the absence.

**SECTION 7. HOLIDAYS.** All work performed on the following holidays by hourly employees shall be paid their hourly base rate of pay (inclusive of any applicable pay premiums in effect at the time), plus one half of the employee's hourly base rate of pay (inclusive of any applicable pay premiums in effect at the time) for all hours worked as a holiday premium.

• New Year's Day

• Martin Luther King Jr.'s Birthday

• Washington's Birthday (also known as President's Day)

• Memorial Day

• Juneteenth

• Independence Day

• Labor Day

• Indigenous Peoples Day

• Veteran's Day

• Thanksgiving Day

• Day after Thanksgiving Day

• Christmas Day

A. Holidays will be on the actual day of the holiday for shift crews and on the day the County observes the holiday for employees whose workdays are Monday through Friday. Shift supervisors required to work on December 24th will be paid their hourly base rate of pay (inclusive of any applicable pay premiums in effect at the time), plus one half of the employee's hourly base rate of pay (inclusive of any applicable pay premiums in effect at the time).



**SECTION 8. BT ACCUMULATION LIMIT AND ANNUAL CASHOUT**

**A. Annual Employee BT Cap and Cashout (600 BT hours Annual Maximum).**

Effective upon implementation by the County, employees with an adjusted service date on or before June 30, 2023, in comprehensive leave eligible positions with a maximum accumulated carryover of (600) BT hours (i.e. 600 BT Cap) on the pay period ending before April 1 of one calendar year to the next shall have the option to convert up to a maximum of (120) hours of BT to cash subject to also maintaining a minimum balance of (320) BT hours after cashout. Any BT in excess of 600 hours after the cashout period has concluded will be forfeited. To qualify for cashout, employees must follow the appropriate BT selection protocols provided by the County. Under this Section, employees cannot cash out BT below a minimum balance of (320) hours after cashout is exercised or exceed the annual (120) hour BT cashout maximum per year.

**B. Annual Employee BT Cap and Cashout (320 BT hours Annual Maximum).**

Effective upon implementation by the County with notice to the Union, employees with an adjusted service date on or after July 1, 2023, in comprehensive leave eligible positions with a maximum accumulated carryover of (320) BT hours (i.e. 320 BT Cap) on the pay period ending before April 1 of one calendar year to the next shall have the option to convert up to a maximum of (120) hours of BT to cash or until a minimum balance of (320) hours is reached. Any BT in excess of (320) hours after the cashout period has concluded will be forfeited. To qualify for cashout, employees must follow the appropriate BT selection protocols provided by the County. Under this Section, employees cannot cash out BT below a minimum balance of (320) hours after cashout is exercised or exceed the annual (120) hour BT cashout maximum per year.

**C. BT Forfeiture or Pre-Approved Carryover.** Failure to use BT beyond the maximum accrual amounts as provided in Sections A and B above as of April 1<sup>st</sup> will result in forfeiture of the BT beyond the maximum amount, unless the Division Director (or designee) has approved a carryover of such BT because of cyclical workloads, work assignments or other reasons as may be in the best interest of the County.

**SECTION 9. BT CASHOUT UPON EMPLOYMENT SEPARATION.** Upon employment

1 separation, an employee in a comprehensive leave eligible position, may upon separation have the  
2 ability to cash out their BT accruals as stated herein so long as the employee is leaving employment  
3 in good standing (i.e. not terminated for cause or resignation in lieu of discharge) or separated due to  
4 an unsuccessful probation. The County may approve an exception and allow BT to be used or cashed  
5 out if there is a termination for cause or unsuccessful probation at its discretion.

6 **A.**

7 **AB.** For eligible employees with an adjusted service date on or before June 30, 2023,  
8 the employee shall be allowed to cash out a maximum four hundred eighty (480) hours of their BT  
9 accruals at one hundred percent (100%) of the employee's base hourly rate of pay plus merit pay, if  
10 applicable, in effect upon the date of leaving County employment, less mandatory withholdings. BT  
11 cashout may be modified by Voluntary Employee Beneficiary Association (VEBA) plan selection of  
12 the bargaining unit. BT accruals above 480 hours will be forfeited and not subject to cashout upon  
13 separation.

14 **B.** For eligible employees with an adjusted service date on or after July 1, 2023, the  
15 employee shall be allowed to cashout a maximum of three-hundred-twenty (320) hours of their BT  
16 accruals at one-hundred percent (100%) of the employee's base hourly rate of pay plus merit pay, if  
17 applicable, in effect upon the date of leaving County employment, less mandatory withholdings. BT  
18 cashout may be modified by Voluntary Employee Beneficiary Association (VEBA) plan selection of  
19 the bargaining unit. BT accruals above 320 hours will be forfeited and not subject to cashout upon  
20 separation.

21 **SECTION 10. PAID SICK LEAVE UPON EMPLOYMENT SEPARATION. In**  
22 accordance with Coalition Labor Agreement 31.2, as amended, separation from or termination of  
23 County employment except by reason of retirement shall cancel all sick leave accrued to the  
24 employee as of the date of separation or termination. Should the employee resign, in good standing,  
25 be separated for medical reasons or be laid off and return to County employment in a leave eligible  
26 position within two years, accrued sick leave shall be restored.

27 **A. Upon Retirement or Death.** Employees eligible for comprehensive leave benefits  
28 who have successfully completed at least five years of County service and who retire as a result of

length of service or who terminate by reason of death shall be paid, or their estates paid for as provided for by RCW Title 11, as applicable, an amount equal to 35% of their unused, accumulated sick leave multiplied by the employee's base rate of pay plus merit, if applicable, in effect upon the date of leaving County employment, less mandatory withholdings. Retirement, as a result of length of service means an employee is eligible, applies for and begins drawing a pension from PERS, PSERS or the City of Seattle Retirement Plan immediately upon terminating County employment. Sick leave cashout may be modified by Voluntary Employee Beneficiary Association (VEBA) plan selection of the bargaining unit. If a retiree who cashes out their sick leave is rehired within 12 months, that employee is entitled to restoration of the sick leave balance that was not cashed out. A retiree who returns to work will not be entitled to any cash out of their restored sick leave balance when they leave County employment.

**SECTION 11. ADDENDUM D EMPLOYEES.** Employees under Addendum D are will continue to be eligible for vacation, sick and holiday leave accruals in accordance with the CLA not Benefit Time.

**Subject: —Benefit Time (BT) Transfer Rights for Teamsters, Local 117 Bargaining Unit Employees**

**Background:**

~~1. King County (the County) and International Brotherhood of Teamsters, Local 117 (the Union) are Parties to three Collective Bargaining Agreements effective January 1, 2021—December 31, 2024 covering the Teamsters L.117/WTD P&T&A unit [156], the Teamsters L.117 WTD Supervisors unit [157], and the Teamsters L.117 WTD Managers unit [159].~~

~~2. The Union's Wastewater Treatment Division bargaining units include various classifications working throughout the Division, many of whom have specific BT accumulation and cash-out provisions. It is not uncommon for employees represented by the Union to transfer into other bargaining units, whether due to promotion, demotion, reclassification, etc.~~

**Agreement:**

In order to help clarify transfer language between Union bargaining units in a manner that mitigates impact to employees and ensures consistency amongst employees transferring to and from Union represented positions for any reason, the Parties' agree as follows:

**1. Transfer within a Teamsters 117 Bargaining Unit:** All transfers within a bargaining unit shall be governed by the BT language in the Addendum that covers the new position. Unless stated otherwise, date of hire shall refer to the date of hire into any 117 WTD bargaining unit with Benefit Time.

**2. Transfer into Teamsters 117 WTD Bargaining Unit from other Teamsters 117 or TEA WTD Bargaining Units:**

**A. Employees of the former Technical Employees Association/WTD Supervisors unit.** For employees who accreted from the former TEA/WTD Supervisors into the Teamsters L. 117/WTD Supervisors bargaining unit (117 Supervisors Addendum C) on 1/1/2020: Date of hire for the purpose of benefit time portability from one Teamsters 117 WTD bargaining unit to another Teamsters 117 WTD bargaining unit shall be their date of hire into the TEA/WTD Supervisors unit.

**B. 117 WTD Transfers.** Transfers from one 117 WTD bargaining unit to another 117 WTD bargaining unit shall be governed by the BT language in the Addendum that covers the new position. Unless stated otherwise, date of hire shall refer to the date of hire into any 117 WTD bargaining unit with Benefit Time.

**3. Transition for employees who transfer to a new job October 1 or later:** For an employee who transfers to a position that has a lower cap/cash out rate than their previous position, there will be a grace period for the new, lower cap/cash out levels to apply. Employees will remain subject to the cap/cash out level of their previous position on the first April 1 following their transfer.

**4.** For the purpose of this Agreement, the term "transfer" is used broadly to include various types of job movement, including promotion, demotion, transfer, reclassification, etc.

**5.** This Agreement solely addresses employees' cap and cash out rates. It does not impact employees' BT accrual rates, which are all based on date of hire into a comprehensive benefits eligible position in King County.

**6.** There shall be no retroactive application of this Agreement. Employees who have transferred in and out of positions that are represented by the Union will not experience a change in their BT caps or cash outs as a result of this Agreement.

**7.** For ease of reference, below are the BT accrual/conversion rates for each bargaining unit:

**WTD-PT&A**

Employee WTD Hire Date	Benefit Time (BT) Limits (Hours)*	BT Cash Out Limits (Hours)
Before 01/01/2018	Addendum A: 600 Addendum B, C, E: 520	Addendum A: 120 Addendum B, C, E: 40
01/01/2018—06/30/2023	Addendum A, B, C, E: 520	Addendum A, B, C, E: 40
After 07/01/2023	Addendum A, B, C, E: 320	Addendum A, B, C, E: 80

\* BT in excess shall be forfeited in the pay period that includes April 1.

~~\*\* Employees under Addendum D follow CLA vacation guidelines.~~

#### WTD Supervisors

Employee WTD Hire Date	Benefit Time (BT) Limits (Hours)*	BT Cash Out Limits (Hours)
Before 01/01/2018	Addendum A, C: 600 Addendum B: 520	Addendum A: 120 Addendum B, C: 40
01/01/2018—06/30/2023	Addendum A, C: 600 Addendum B: 520	Addendum A, B, C: 40 Addendum A (WTD Sups): 80 **
After 07/01/2023	Addendum A, B, C: 320	Addendum A, B, C: 80

\* BT in excess shall be forfeited in the pay period that includes April 1.

~~\*\* WTD Supervisors hired before 1/1/18 eligible for 120 cash out retain rates when moving from or to rotating positions.~~

#### WTD Managers

Employee WTD Hire Date	Benefit Time (BT) Limits (Hours)*	BT Cash Out Limits (Hours)
Before 01/01/2019	Addendum A: 600	Addendum A: 120
01/01/2019—06/30/2023	Addendum A: 440	Addendum A: 120
After 07/01/2023	Addendum A: 320	Addendum A: 80

\* BT in excess shall be forfeited in the pay period that includes April 1.

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