

A G R E E M E N T

By and Between

TEAMSTERS LOCAL UNION NO. 117

**Affiliated With The
International Teamsters Union**



And

**KING COUNTY (155)
PROSECUTING ATTORNEY'S OFFICE**

Term of Agreement

January 1, 2022 – December 31, 2024

NOTICE TO ALL MEMBERS

If you become unemployed, or are off due to an on the-job injury in the jurisdiction of Local Union 117, you will be put on a withdrawal status upon request, provided all dues and other financial obligations are paid to Local Union 117, including the dues for the month in which the withdrawal status is effective.

If you are on a dues check-off with your company and leave for any reason and dues are not deducted, it is your obligation and responsibility to keep your dues current and/or request a withdrawal by contacting the office at (206) 441-4860.

**KING COUNTY
AND
KING COUNTY COALITION OF UNIONS
COALITION LABOR AGREEMENT**

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**KING COUNTY
AND
KING COUNTY COALITION OF UNIONS
COALITION LABOR AGREEMENT**

PREAMBLE

These Articles constitute an Agreement, the terms of which have been negotiated in good faith, between King County (the County) and the King County Coalition of Unions (the Coalition). This Agreement shall be subject to approval by ordinance by the Metropolitan King County Council (the Council) of King County Washington.

DEFINITIONS

- 1. Director:** Chief Officer or designee of an Executive Branch agency (i.e., departments, divisions, and offices), or the Chief Officer or designee of a separate branch of County government agency (i.e., Superior Court, District Court, Prosecuting Attorney's Office, and Council).
- 2. Designee:** Representative selected by Director.
- 3. Comprehensive leave eligible employee/position:** Full-time regular, part-time regular, provisional, probationary, and term-limited temporary (TLT) employees.
- 4. Loco Parentis:** An individual who assumes the parental rights, duties, and obligations without going through the legal formality of adoption.
- 5. Agency:** Executive Branch of County government.
- 6. County:** Executive Branch and separate branches of County government.

PURPOSE STATEMENT

The Coalition Labor Agreement (CLA) reflects an approach to collective bargaining intended to establish common contractual provisions for the employees covered by this agreement that realize the parties' joint interests in financial and operational stability and sustainability, and help create a mutually desirable, competitive and consistent employment package for the County's highly capable workforce. The CLA was achieved through a collaborative bargaining process between the County and the Coalition.

COALITION INDIVIDUAL BARGAINING AGREEMENTS

- 1.** CLA bargaining occurred for the purpose of "bargaining standard practices, procedures, and CBA provisions." The CLA "will bring greater efficiency to King County and support its Best Run Government principles. The CLA will meet the parties' joint interests in financial and

operational stability and sustainability, and help create a desirable, competitive, and consistent employment package for the County's highly capable workforce."

2. Current Union's Collective Bargaining Agreements (hereinafter Appendix/Appendices) shall remain in effect unless modified by mutual agreement by the CLA.

3. Any lesser conditions contained in an Appendix shall be superseded by the conditions contained in this CLA. However, except where specifically stated otherwise in the CLA, nothing in the CLA shall deprive any employee of any superior benefit contained in their Union's Appendix.

4. Separate Branches of County Government. The parties agree that provisions in this CLA governing hours and working conditions do not apply to the Prosecuting Attorney's Office, Superior Court, District Court and Council. Those agencies have the authority to negotiate hours and working conditions separate and apart from this CLA.

ARTICLE 1: COALITION BARGAINING AGREEMENTS SUPERSEDING

In order for the County, the Coalition and the employees to further benefit from the concept of King County's Best Run Government initiatives and to find efficiencies related to those initiatives the following CLA Articles shall supersede language on the same Articles in the Appendix.

ARTICLE 2: MILITARY LEAVE

Employees shall receive military leave in accordance with County policy, state and federal law, as amended.

ARTICLE 3: UNPAID LEAVES OF ABSENCE

3.1. Short-Term Leaves of Absence. A leave of absence without pay, not covered by any other provision of this Agreement, for a period not exceeding 30 consecutive days may be granted to a comprehensive leave eligible employee by the employee's director.

3.2. Long-Term Leaves of Absence. The director may grant a leave of absence without pay, not covered by any other provision of this Agreement, for nonmedical reasons for a period longer than 30 days. Requests for leaves of absence without pay that are for medical/health reasons for a period longer than 30 days must be approved by the Director of the Department of Human Resources. Long-term leaves may be unconditional, or conditional with any conditions set forth in writing at the time that the leave is approved with the understanding that barring layoffs, the

employer shall reinstate the employee to the same position or a position with equivalent status, pay, benefits and other employment terms upon the employee's return with no loss of seniority.

The layoff, seniority, and bumping rights in each individual Appendix shall be applied to employees who are taking leaves of absence.

3.3. Early Return. An employee who is on a leave of absence without pay, not covered by any other provision of this Agreement, may return from the leave before its expiration date if the employee provides the director with a written notice to that effect at least 15 days before the date of return.

ARTICLE 4: LEAVE FOR VOLUNTEER SERVICE

4.1. Comprehensive leave eligible employees may use up to three days of their accrued sick leave each year to perform volunteer services at a local school, or at a non-profit on the approved list for the Employee Giving Program. Employees requesting to use sick leave for this purpose shall submit such request in writing, per the County's leave request procedures, specifying the name of the school and/or organization and the nature of the volunteer services to be performed. Additionally, the employee's supervisor may request in advance that the employee obtain written proof of the service from the volunteer organization or school.

ARTICLE 5: JURY DUTY

5.1. A comprehensive leave eligible employee notified to serve on jury duty must inform their supervisor as soon as possible, but not later than two weeks in advance, regarding the date the employee is required to report for jury duty. The supervisor may reassign the employee to a shift and schedule that corresponds with jury duty. For purposes of this section, the shift and schedule are the hours and days, respectively, the employee is required to report or be available for jury duty.

An employee will receive their compensation, while on jury duty, in accordance with the appropriate Appendix.

5.2. When released from jury duty for the day, and/or when the total required assignment to jury duty has expired, the employee will notify their supervisor. The employee will be provided a reasonable time when dismissed from jury duty, as determined by the supervisor, before the employee must report back to work and their regular shift and schedule. Comprehensive leave eligible employees must deposit any jury duty fees received, exclusive of mileage, with the Finance and Business Operations Division of the Department of Executive Services.

5.3. Employees who are ineligible for comprehensive leave benefits shall follow the notification procedures above, and shall be released from work duties for the duration of their assigned jury duty period, but shall not be compensated for their time spent on jury duty. These employees may retain any jury duty pay received.

Employees will receive their compensation, while on jury duty, in accordance with the appropriate Appendix.

ARTICLE 6: DONATED LEAVES

6.1. *Nothing in this Article impacts any bargaining unit that has the ability to donate more sick leave than provided in Article 6.6.*

6.2. No Solicitation. All donations made under this Agreement are strictly voluntary. Employees are prohibited from soliciting, offering, or receiving monetary or any other compensation or benefits in exchange for donation of leave hours.

6.3. Approval for Donations. Donations require written approval from the comprehensive leave eligible donating and receiving employee's directors. If approved, the donated leave will be available the next full pay period after notification of the donation is received by Payroll from the Department of Human Resources (DHR).

6.4. No Cash Out of Donated Leave. Donated leave hours are excluded from all payouts and restorations.

6.5. No Accruals on Donated Leave. Accrued leave will not accrue on donated leave as it is used.

6.6. Eligibility to receive and use Comprehensive Leave Eligible Employee-to-Comprehensive Leave Eligible Employee or Emergency Medical Fund donated leave hours.

A. The receiving employee must have exhausted all paid leave accruals (e.g., vacation leave, sick leave, BT leave, holiday banked leave, comp-time) to use donated leave.

B. The receiving employee can only use donated leave for KCFML and FMLA qualifying reasons.

C. The leave for which the employee is requesting donations must be for a prolonged absence. A prolonged absence is considered to be 3 or more consecutive days. An employee may use donated leave intermittently after the employee's prolonged absence if the conditions in A and B above are met.

D. Vacation/BT leave hours. Except as provided under Section 6.9.B., the amount of donated vacation or BT time cannot exceed the donating employee's leave accrual

balance at the time of donation.

E. Sick leave and Extended Sick Leave (ESL) hours. An employee is limited to donating a total of 25 hours of accrued sick leave or ESL per calendar year, provided the donating employee's leave balance will be 100 hours or more following the donation.

6.7. Calculation of Donated Leave. All donated leave hours shall be converted to a dollar value base on the donor's straight time hourly rate at the time of the donation. The dollar value will then be divided by the receiving employee's straight time hourly rate to determine the actual number of hours received and placed in the receiving employee's donated leave bank.

6.8. Comprehensive Leave Eligible Employee-to-Comprehensive Leave Eligible Employee Donations.

A. A comprehensive leave eligible employee may donate a portion of their accrued leave hours, as provided under Subsections 6.6. D. and E. above, to another comprehensive leave eligible employee.

B. Donation limits, as provided under Subsections 6.6. D. and E. above, are exclusive of donations to the Emergency Medical Leave Fund under 6.9.

C. No Reversion of Donated Leave. Donated leave hours remain with the recipient and do not revert to the donor.

6.9. Comprehensive Leave Eligible Employee donations to an Emergency Medical Leave Fund – Pilot Program.

A. The County will create a pilot program, whereby a comprehensive leave eligible employee may donate a portion of their accrued leave hours (i.e., vacation leave, sick leave, BT, ESL) to an "Emergency Medical Leave Fund" (Fund) that is managed by DHR. At the County's discretion, the pilot program can either be continued as a regular program or discontinued upon 30-day written notice to the Coalition Co-Chairs.

B. Donation of Vacation BT hours. An employee is limited to donating 80 hours of accrued vacation (or BT time) per calendar year to this Fund unless the employee's department director approves a greater amount.

C. Process and Conditions to receive hours from the Emergency Medical Leave Fund.

1. The comprehensive leave eligible employee must submit a request to DHR for hours.

2. The maximum donation an employee can receive per year is up to 80 hours based on the employee's normally scheduled hours during the biweekly pay period (e.g., 80,

74, or 70 hours), or 80 hours for employees on the semi-monthly payroll period who are normally scheduled for 40 hour workweeks, prorated for part-time employees.

3. Hours will be distributed on a first come first serve basis and only awarded prospectively (i.e., the leave will not be awarded retroactively to cover previous time in a no-pay status).

4. Given there is only a finite number of dollars in the Emergency Medical Leave Fund, there is no guarantee that hours will be awarded.

D. No reversion of donated leave. Donated hours not used by the donee within 60 calendar days of being awarded will be returned to the Emergency Medical Leave Fund and do not revert to the donor.

6.10. Donation of Vacation or Compensatory Hours to Nonprofit Organizations. The executive may implement a process providing the opportunity for comprehensive leave eligible employees to convert accrued vacation or accumulated compensatory hours, or both, into a cash donation. This process must conform to KCC 3.12.222, as amended.

6.11. Donation to an Account or Program to Benefit Children of Deceased Employee. If an employee dies during employment, the executive may implement a process providing a one-time opportunity to allow comprehensive leave eligible employees to convert either accrued vacation or accumulated compensatory time hours, or both, to cash to benefit any children of the deceased employee who are under 23 years old at the time of the employee's death. This process must conform to KCC 3.12.224, as amended.

ARTICLE 7: PAID PARENTAL LEAVE

7.1. Paid Parental Leave (PPL) supplements a comprehensive leave eligible employee's accrued paid leaves to provide up to a total of 12 weeks of paid leave for a parent to bond with a new child.

7.2. Benefit Amount. An employee's supplemental parental leave benefit is calculated based on the employee's accrued leave balances at the time of the birth, adoption, or foster-to-adopt placement ("qualifying event"). In cases of adoption or foster-to-adopt placement, leave must be taken within one year of the child's birth or placement in the home. The employee will receive the equivalent of their full salary for up to a total of 12 weeks, when combined with the employee's accrued leave (except for one week of sick leave and one week of vacation leave, or the equivalent for Benefit Time). The employee is permitted to use the supplemental leave first. Additionally, the employee may choose to take less than 12 weeks of leave. PPL is not subject to

cash out. An employee who does not return to work for at least six months of continuous service following the leave, will be required to reimburse the County for the PPL funds received.

7.3. Eligibility. The PPL benefit is available to all comprehensive leave eligible employees who have been employed with the County for at least six months of continuous service at the time of the qualifying event. If both parents work for the County, then each employee is entitled to up to 12 weeks of PPL.

7.4. Benefit Period. PPL must be used within 12 months of the qualifying event. An employee may use PPL on an intermittent or part-time basis, as long as it is consistent with the department's operational needs, and it is approved in writing by the employee's supervisor prior to the leave.

7.5. Concurrency. PPL will run concurrently with the County's family and medical leave, as well as federal and state family and medical leave laws, to the fullest extent permitted by law.

7.6. Job Protection. PPL is protected leave. Barring layoffs, an employee's job cannot be eliminated while the employee is on leave. Further, no retaliatory action may be taken against an employee for participating or planning to participate in the program.

7.7. Health and Leave Benefits. The employee will continue to receive all health benefits and shall continue to accrue vacation and sick leave during the period of PPL. For purposes of overtime calculations, PPL shall be considered the equivalent of sick leave.

ARTICLE 8: BEREAVEMENT LEAVE

8.1. Employees eligible for comprehensive leave benefits shall be granted up to five days, maximum 40 hours (pro-rata for part-time) bereavement leave per qualifying death of a member of the employee's immediate family. Leave must be taken within 18 months from the date of the death.

8.2. Immediate family shall be defined as the employee's:

- A. spouse or domestic partner,
- B. legal guardian, ward, or any person whom the employee has legal custody,
- C. the following family members of the employee, the employee's spouse, or the employee's domestic partner:
 - 1. a child,
 - 2. a parent, (biological, adoptive, foster, stepparent, legal guardian, or a person who stood or stands in loco parentis),
 - 3. a grandparent,

4. a child-in-law,
5. a grandchild, or
6. a sibling.

8.3. Employees who are not eligible for comprehensive paid leaves may be granted leave without pay, or may be allowed to use compensatory time, if available, for bereavement leave.

8.4. When a holiday or regular day off falls during the leave, it shall not be charged as bereavement leave.

8.5. Any additional paid leave may be approved by mutual agreement between the County and the employee.

Nothing in this Article supersedes benefits outlined in Professional and Technical Employees, Local 17 Transit Chiefs, CBA Code 042 and Transit Superintendents, CBA Code 044 contracts.

ARTICLE 9: VACATION LEAVE CAP

9.1. All comprehensive leave eligible employees hired after December 31, 2017, shall have their accrued vacation leave balance capped at 320 hours. This shall not apply to any comprehensive leave eligible employees hired on or before December 31, 2017.

9.2. Employees eligible for vacation leave who work a 40-hour week may accrue up to either 480 or 320 hours (depending on the employee's hire date pursuant to Article 9.1). Comprehensive leave eligible employees not working a 40-hour schedule hired before January 1, 2018, will retain their vacation cap. Eligible part-time employees will receive vacation leave, prorated to reflect their normally scheduled work week. Employees shall use vacation leave beyond the maximum accrual amount on or before the last day of the pay period that includes December 31 of each year. Failure to use vacation leave beyond the maximum accrual amount will result in forfeiture of the vacation leave beyond the maximum amount unless the director has approved a carryover of the vacation leave because of cyclical workloads, work assignment or other reasons as may be in the best interest of the County. The Department of Human Resources Director may develop procedures for authorizing carryover above the maximum.

ARTICLE 10: HOLIDAYS, ELIGIBILITY¹

10.1. Holidays. All comprehensive leave eligible employees shall be granted the

¹ This Article does not apply to employees with benefit time (BT).

following designated holidays with pay:

HOLIDAYS	
New Year's Day	January 1
Martin Luther King Jr., Day	Third Monday in January
President's Day	Third Monday in February
Memorial Day	Last Monday in May
Juneteenth*	June 19
Independence Day	July 4
Labor Day	First Monday in September
Indigenous Peoples' Day*	Second Monday in October
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Friday after Thanksgiving
Christmas Day	December 25

*Juneteenth and Indigenous People's Day will begin in 2022 per Council Ordinance.

10.2. Day of Observance and Pay on Holidays. *Unless otherwise provided in an Appendix*, for holidays falling on a Saturday, the Friday before shall be observed as the holiday. For holidays falling on a Sunday, the Monday following shall be observed as the holiday.

Employees required to work holidays shall be paid for such work in accordance with the appropriate Appendix.

An employee must be eligible for leave benefits and in a pay status on the scheduled work day before and the scheduled work day following a holiday to be eligible for holiday pay. However, an employee who has successfully completed at least five years of County service and who retires at the end of a month in which the last regularly scheduled working day is observed as a holiday, shall be eligible for holiday pay if the employee is in a pay status the day before the day observed as a holiday. For employees who work other than a 5/8 schedule and the holiday falls on their scheduled day off, the employee will be given a deferred holiday. The employee and supervisor will jointly select another day (preferably within the same pay period) to take as a holiday.

This section does not supersede the holiday bank or holiday pay language in an Appendix.

10.3. Two Personal Holidays. Annually, comprehensive leave eligible employees shall receive two personal holidays to be added to their vacation bank on the paycheck that includes February 1st. New employees eligible for comprehensive leave benefits who are hired on or before November 15th shall receive two personal holidays to be added to their vacation bank on the last day of the first pay period following their date of hire.

These two personal holidays shall continue to be administered per contract language in each individual Appendix.

In no event shall there be more than two personal holidays awarded per year.

ARTICLE 11: FMLA/KCFML

11.1. Federal Family and Medical Leave Act.

A. As provided for in the Federal Family and Medical Leave Act (FMLA), an eligible employee may take up to 12 weeks of paid or unpaid leave in a single 12 month period for the employee's own qualifying serious health condition that makes the employee unable to perform their job, to care for the employee's spouse, child, or parent who has a qualifying serious health condition, to bond with a newborn child, adoption or foster care placement (leave must be taken within one year of the child's birth or placement), or for qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child or parent. An eligible employee who is a covered service member's spouse, child, parent, or next of kin may take up to 26 weeks of paid or unpaid FMLA leave in a single 12 month period to care for the service member with a serious injury or illness.

B. The leave may be continuous or intermittent, when medically necessary. Intermittent and/or reduced schedule leave to care for a newborn or newly placed adopted or foster care child may only be taken when approved.

C. In order to be eligible for FMLA, an employee must have been employed by the County for at least 12 months and have worked at least 1,250 hours in the 12 month period prior to the commencement of leave.

11.2. King County Family and Medical Leave.

A. As provided by King County Code, an eligible employee may take up to 18 weeks of paid or unpaid King County Family and Medical Leave (KCFML) in a single 12 month period for the employee's own qualifying serious health condition, to care for an eligible family member who has a qualifying serious health condition, to bond with a newborn child, adopted child or foster care placement (leave must be taken within one year of the child's birth or

placement), and for any qualifying reason under the FMLA, , or other family and medical leaves available under federal or state law.

B. The leave may be continuous or intermittent, when medically necessary. Intermittent and/or reduced schedule leave to care for a newborn or newly placed adopted or foster care child may only be taken when approved. KCFML shall run concurrently with other federal, state and County leaves to the extent allowed, including but not limited to the FMLA, Washington State Paid Family and Medical Leave Act (PFML), and the Washington State Family Care Act.

C. In order to be eligible for KCFML leave under this Article, an employee must have been employed by the County for at least 12 months and have worked at least 1,040 hours in the preceding 12 month period for a 40 week employee or 910 hours in the preceding 12 month period for a 35 hour week employee.

D. An employee who returns from KCFML within the time provided under this Article is entitled to the same position the employee occupied when the leave commenced or a position with equivalent pay, benefits and conditions of employment.

KCFML Article 11.2 applies only to bargaining units whose labor agreements include the KC FML benefit.

11.3. Failure of an employee to return to work by the expiration date of leave under this Article may be cause for termination of the employee from County service.

Nothing in this article is intended to supersede the seniority provisions included in the Teamsters Local 174 (CBA Code 160) Appendix.

ARTICLE 12: PROFESSIONAL DEVELOPMENT

King County shall create a Professional Development Fund to finance a Career Development Scholarship Program that will be available to King County Career Service and/or Regular employees represented by the Coalition. The County will fund the Program with \$150,000 for 2022 and \$150,000 for 2023 and \$150,000 for 2024. The Scholarship funds will be administered by the King County Department of Human Resources (DHR), and will be awarded to individual employee applicants for training, education and professional development opportunities based on DHR developed criteria and using DHR developed processes.

ARTICLE 13: SUPPORTED EMPLOYMENT PROGRAM

13.1. Supported employees performing bargaining unit work will be covered by the terms of the applicable Appendix. Supported employee classifications and assigned wage ranges have

been established in the County's classification system* and shall be accreted in all Appendices. Any contract terms identified by either party that conflicts with the needs of the Program will be discussed or bargained as appropriate in an expedited manner. With respect to any contract "bumping" rights under a reduction in force article, only those in supported employee classifications may bump others in supported employee classifications. Additionally, because the jobs are tailored to individuals' abilities and experience, the program manager and the Department of Human Resources director must review and approve any bumping decisions and notify the appropriate Union of the decision.

13.2. Though the job duties of a supported employee may cross job classifications, bargaining units and/or Union jurisdiction boundaries, no Public Employment Relations Commission (PERC) Unfair Labor Practice Complaints (ULPs) or grievances will be filed based on the work assigned to a supported employee or allegations of bargaining unit work "skimming." The parties understand that the process used to assign duties will reflect a "customized employment process" wherein job duties may be "carved" from various assignments and places to create a single supported employee assignment. Because a key component to a successful program includes flexibility in assigning job duties based on operational need and employee growth, as well as the ability to increase responsibility as skills grow, duties will vary and may change over time. For this reason, the parties to this Agreement expressly waive the legal right to file PERC ULP complaints or grievances regarding bargaining unit "skimming" by supported employees. Should these "carved" duties no longer be assigned to a supported employee, said duties will revert to the bargaining units where they originated.

13.3. Supported employees will be represented and pay dues, as appropriate, to the Union representing the majority of the work assigned. If there is no clear majority, the Union representing the plurality of the work assigned will represent the employee. Should a party to this Agreement (County or Union(s)) contest the Union representation assigned to a position, that party will notify the other party (County or appropriate Union(s)) and they will meet to discuss the dispute. Issues, concerns or disputes regarding the representation of bargaining unit work assigned to supported employees will be discussed by the Union(s) jointly with the program manager and the appropriate Office of Labor Relations labor negotiator. Employees will be allowed and expected to continue performing their duties, newly identified and/or previously assigned, while the dispute is discussed. The parties may involve the King County Alternative Dispute Resolution (ADR) staff to help them discuss and resolve disputes. An unresolved dispute will be presented to a PERC mediator selected by the parties. This process will be completed in an expedited manner. An

employee's job coach may be included in discussions about represented bargaining unit work that has been assigned.

13.4. The parties acknowledge the possibility that a supported employee may be assigned to perform work that is currently non-represented. If, however, the employee is assigned both non-represented and represented work, the employee will be treated as represented, as long as the duties that are represented are not a de minimis portion of the duties as a whole. This is without prejudice to the fact that the non-represented duties remain non-represented.

* Supported Employment Classifications include Supported Employment Program (SEP) Associate I (#4220100) - KC Squared Table Wage Range 25; SEP Associate II (#4220200) - KC Squared Table Wage Range 30; SEP Associate III (#4220300) - KC Squared Table Wage Range 33; and SEP Park Specialist (#4220000) - KC Squared Table Wage Range 35. Following full and final ratification of the CLA, the Parties agree to perform a wage study to assess whether it is appropriate to reopen negotiations over the wage ranges covering the SEP Classifications.

ARTICLE 14: RECLASSIFICATION AND RESULTING PAY

14.1. The Department, an employee, or a group of employees may request their position to be reclassified. Temporary and term limited temporaries may not request position reclassification, but term limited temporaries may be reclassified as part of a group classification as described in section 14.1.C, below. Except if appealed pursuant to Section 14.4.B., all reclassification requests will be completed within twelve (12) months of being submitted by the employee(s).

A. Reasons for Filing a Reclassification Request.

- (1) An employee's position is not assigned to the appropriate job classification, or
- (2) A significant or gradual change in an employee's on-going duties or responsibilities over a period of at least one-year, or
- (3) Reorganization or council action causes the duties of a position to change.

B. Eligibility Limits. An employee is not eligible to submit a reclassification request:

- (1) if it has been less than 12 months since the date of a previous classification determination for the position, or
- (2) the employee is on probation, or

- (3) the employee is on a Performance Improvement Plan, or
- (4) the employee is asking for a reclassification for a special duty or temporary position.

C. Group Reclassification Requests. A group reclassification may be submitted if all regular employees' positions are in the same classification within the same section of a division; this can include TLT employees, provided the group includes at least one regular employee. DHR will evaluate each position individually; therefore, reserving the right to place positions into different classifications, if warranted. Nothing in this paragraph prevents an individual employee from exercising their Section 14.4.A rights under this Article (Reconsideration of a Classification Decision).

14.2. Effective Date of Reclassification, Pay, and FLSA Status.

A. Implementation of a Classification Decision. The change in classification will be initiated upon acceptance of the classification decision, or expiration of the reconsideration period, as applicable.

B. The table below summarizes the effective date and resulting pay when an employee's position is reclassified to job classification within a higher pay grade, the same pay grade, or a lower pay grade.

Reclassification to	Effective Date	Pay Upon Reclassification
Higher pay grade	Start of the pay period following receipt of the completed reclassification request form at the Department of Human Resources.	<p>1st Step of the pay range of the new classification or the step that is at least 5% above the former rate of pay, whichever is greater.</p> <p>Additional discretionary steps may not be awarded.</p> <p>Pay may not exceed Step 10 unless the employee is already receiving merit-over-top.</p> <p>If pay includes merit-over-top, pay is calculated using the merit-over-top amount and may result in merit-over-top upon reclassification.</p>

Same pay grade	Start of the pay period following receipt of the completed reclassification request form at the Department of Human Resources.	<p>The step of the pay range which is closest to and not less than the step that the employee received before the reclassification.</p> <p>Pay may not exceed Step 10 unless the employee is already receiving merit-over-top.</p> <p>If pay includes merit-over-top, the employee will continue to receive merit-over-top.</p>
Lower pay grade	Start of pay period at least 30 calendar days after notification of the classification determination from the Department of Human Resources.	<p>Highest step in the new pay range that does not exceed the current pay rate.</p> <p>If pay includes merit-over-top, pay is calculated using the merit-over-top amount and may result in merit-over-top upon reclassification.</p>

C. FLSA Status Change Upon Reclassification.

1. When an employee's position is reclassified retroactively into a classification with a different FLSA status, the change in FLSA status shall be prospective only, even though the change in classification and resulting pay may be applied retroactively.

2. When an employee's position is reclassified from an FLSA-exempt classification to an FLSA non-exempt classification, the employee will be paid overtime pay prospectively.

3. When an employee's position is reclassified from a FLSA non-exempt classification to a FLSA-exempt classification, the employee shall receive a cash out of all accrued compensatory time and if reclassified to an executive leave eligible position, will be eligible to receive executive leave.

14.3. Probation Upon Reclassification. There shall be no probationary period following a reclassification.

14.4. Reconsideration of a Classification Decision.

A. Request for Reconsideration. A regular employee or a group of regular employees has 30 calendar days to submit a request for reconsideration of a classification decision to DHR. Employees without email, will be asked to verify receipt of a paper copy of the decision, and will have 30 calendar days from the date of receipt. A regular employee must request reconsideration prior to filing a grievance or an appeal to the Personnel Board. Failure to request reconsideration to DHR in 30 calendar days shall be considered as acceptance of the reclassification decision. A group of regular employees may fill out one request for all included individuals, or one or more of the regular employees may submit individual requests for reconsideration. TLTs may request reconsideration only if they are a member of group reclassification request filed by regular employees that are requesting reconsideration.

B. Appeal of a Classification Reconsideration Decision.

1. A regular employee or a group of regular employees may appeal the reconsideration decision through the grievance process under Article 26, with Union concurrence, submitted at Step-4 Arbitration, or to the Personnel Board, but not both. If the group appeal includes a TLT, the decision effecting the regular employees shall also be applied to the TLT. The appeal shall be filed in writing to the appropriate Department with a copy to the DHR Director.

2. A regular employee or a group of regular employees has 30 calendar days to appeal the reconsideration decision. If the appeal is made through the grievance process, timelines are pursuant to those set forth in Article 26. The timeline would begin from the date of the verification of receipt outlined in Section 14.4 above. The regular employee, group of regular employees and the County may only present classifications that are active at the time of the hearing to the arbitrator or the Personnel Board.

3. Failure to submit an appeal within 30 calendar days shall be considered as acceptance of the reconsideration decision.

C. Notification of Reclassifications and Requests. The applicable Union(s) shall be notified of reclassification requests and/or decisions impacting their bargaining units, via the monthly report provided by DHR.

ARTICLE 15: SPECIAL DUTY

15.1 Definitions.

A. Special Duty Assignment – When an employee in a regular position is temporarily assigned to a classification, and the duties comprise the majority of the work performed for a minimum of 30 calendar days.

1. Temporary employees, including TLTs, are not eligible for special duty assignments.

2. Base Position – The employee’s underlying position while on special duty assignment.

3. Base Union – The Union that represents the employee’s base position.

4. Acting Union – The Union that represents the special duty position or body of work.

15.2. Duration.

A. Depending on the type of special duty assignment needed, an assignment may be made for a minimum of 30 calendar days and a maximum of five years, as outlined in the following circumstances:

1. 30 days to 12 Months – Shall be approved by the director or designee to provide additional staffing:

(a) Due to work that exceeds either the volume and/or complexity of what is routine and is for a limited duration.

(b). Due to unforeseen work caused by unique circumstances, which are not expected to reoccur.

(c) Needed to either develop and/or implement, a new function, system, or proposal.

(d) To backfill for a vacant regular position.

2. Up to Three Years – Shall be approved by the Director of Human Resources or designee: To perform a significant or substantial body of work such as a non-routine project or related to the initiation or cessation of a County function, project or department.

3. Up to Five Years – Shall be approved by the Director of Human Resources or designee:

i. To backfill a regular position, when:

a) An employee is absent because of an extended leave of absence for a medical reason;

b) An employee is absent because of military service; or

c) An employee is absent because of a special duty or other assignment.

- ii. To staff or backfill staff on a clearly defined grant-funded, capital improvement, or information systems technology project.

B. FLSA-exempt special duty assignments shall be made in full-workweek increments, from Saturday through Friday.

C. An employee's special duty assignment will end when management becomes aware that the employee's absence will exceed 30 consecutive calendar days or at the conclusion of a 30-day absence, whichever occurs first.

15.3. Recruitment.

Special duty positions shall be posted, and a selection process will be conducted for special duty assignments. Notice shall be provided to the affected work group or department (if appropriate) at least 10 days prior to filling the position.

A. The County reserves the right to fill with a special duty position while conducting a selection process.

B. If an employee is hired into a regular position and served in a special duty position doing the same or substantially similar work of the regular position within one year of that hire, the employee shall receive credit towards the employee's probationary period for the time served in the special duty role. If the time served in that special duty position was longer than the required probationary period, the employee's probationary period shall be considered served.

C. The rotation provisions in the Professional and Technical Employees, Local 17 Public Health and Professional and Technical Employees, Local 17 Department of Permitting and Environmental Review Appendices will still apply (CBA Code 060 and CBA Code 040).

15.4. Pay.

A. An employee on special duty assignment that has a higher top step rate of pay will be placed at the first step of the special duty classification pay range or be paid a flat 5% above the employee's base rate of pay, whichever is higher.

B. If an employee's pay in their base position includes hourly longevity and/or merit pay, such as merit-over-top, pay for the employee's special duty assignment is calculated using the hourly longevity and/or merit pay amount and may result in merit-over-top pay while in special duty.

C. An employee on special duty will continue to advance through the wage steps of their base pay range while on special duty. If the employee is at their top step in the base classification, the employee will advance to the next step of the special duty classification.

D. Special duty pay shall not be considered part of an employee's base pay rate for purposes of pay rate determination for promotion or reclassification, cash-out of vacation, BT, ESL, or sick leave, or vacation or sick leave donations. If an Employee who served in the Special Duty Assignment is hired into the position, step placement on promotion into a special duty classified position shall be the first step of the position that does not result in a loss of pay the employee was paid when working the special duty position; however, the appointing authority may place the promoted Employee at a higher step when the appointing authority determines this action is warranted based on the criteria set forth in the King County Personnel Guidelines and KCC 3.15.130, as amended.

E. If the special duty assignment is FLSA non-exempt, the employee's special duty pay will be used for the computation of overtime and compensatory time.

F. When the special duty assignment is completed, the employee's pay shall revert to the pay rate the employee is eligible to receive under the terms of their Appendix.

G. Compensation, hours of work, and applicable contractual working conditions shall be consistent with the acting (i.e., special duty) union's collective bargaining agreement from the time the employee is placed in the assignment until the time the employee returns to their base position. Contractual provisions relating to the base position (i.e., reduction in force, and seniority) shall continue to apply during the special duty assignment.

15.5. Paid Leave While on Special Duty.

Paid leave taken while on a special duty assignment shall be at the employee's special duty pay rate.

15.6. FLSA Status Change.

Below summarizes how compensatory time and executive leave are handled when there is an FLSA status change between the employee's base position and the special duty assignment:

FLSA Change	FLSA Non-Exempt Base Position to FLSA Exempt Special Duty	FLSA Exempt Base Position to FLSA Non-Exempt Special Duty
Compensatory Leave	Accrued compensatory leave cannot be used when in a FLSA exempt special duty. Any accrued compensatory time will be cashed out prior to starting a special duty assignment that is FLSA exempt.	The employee is eligible to earn compensatory time in lieu of overtime pay while in the FLSA non-exempt special duty assignment pursuant to the terms of the Appendix covering the Special Duty position. Prior to ending the FLSA non-exempt

		special duty assignment, the employee must be paid for any unused compensatory time before returning to the FLSA exempt base position. Payment for the compensatory time will be paid using the special duty pay rate.
Executive Leave	<p>Employees are eligible for executive leave while in a FLSA exempt special duty assignment expected to last at least six months. The Executive Leave award is in accordance with the terms of the Appendix.</p> <p>The employee must use the executive leave by the end of the year it is awarded and before returning to the non-exempt base position. Executive leave cannot be cashed out or carried over to the next calendar year.</p>	The employee must use accrued executive leave while in the special duty assignment and by December 31 of the year in which it is awarded. Executive leave cannot be cashed out or carried over the next calendar year.

15.7. Seniority Accrual. An employee on Special Duty will continue to accrue seniority in their base classification.

ARTICLE 16: CONTRACTING OUT

The County shall not contract out work which the members of the Union have historically performed unless it is required by law or is a business necessity due to an emergency situation or to augment the workforce on a short-term, temporary basis. Except for emergency situations, the County shall provide notice to the Union of its intent to contract out and, upon request, bargain the decision and/or effects of that decision. Except as provided herein, under no circumstance shall the County agree to any long-term or permanent contracting out of bargaining unit work. Nothing in this provision shall limit what the County has historically contracted out, and no jobs will be eliminated due to contracting out.

ARTICLE 17: TLT POSITIONS

Term Limited Temporary (TLT) employees will not be used to supplant regular Full-time Equivalent (FTE) or Career Service positions.

Nothing in this Article is intended to supersede TLT language provided for in the

individual Appendix that is not expressly covered in this Article.

ARTICLE 18: JOB POSTING

18.1. Employees are encouraged to seek advancement within their specific work units, as well as within the County as a whole. All open regular and TLT positions that are represented by the Coalition shall be posted on the County website and in Human Resources, for a minimum of 14 calendar days.

18.2. Special duty job postings will be consistent with Article 15. TLT positions will also be posted as Special Duty opportunities.

18.3. Regular and TLT employees that are represented by the Coalition who meet a positions' minimum qualifications and pass any required test for the position will be given a first interview, either by phone or in person, whichever is applicable in the process.

ARTICLE 19: PUBLIC RECORDS REQUEST

When documents in an individual employee's personnel, payroll, supervisor, training, safety, or medical file are the subject of a public records request, the Employer will provide the employee notice of the request in advance of the intended release date. If the Employer receives a public records request for personal information (RCW 42.56.250(4)) for the entire membership of the Union working for the Employer, the Employer shall notify the Union as soon as possible and prior to the release of the information.

ARTICLE 20: UNION NOTIFICATION

The Department of Human Resources will supply the Union with the following information within approximately five working days of a new employee's date of hire or new Union eligibility:

1. First and last name
2. USPS mail address
3. Home phone or cell phone number (if the employee provides it)
4. Work e-mail address
5. Job classification/title
6. Department
7. Division
8. Work location
9. Date of hire
10. Hourly or salary pay status
11. Rate of pay
12. FTE status (if applicable)

13. Personal e-mail address (if the employee provides it)

ARTICLE 21: UNION ENGAGEMENT

21.1. Steward Training. During each year of this Agreement the Union's principal officer may request that Union stewards be provided with up to one work day of release time without loss of pay to participate in the steward training programs sponsored by the Union.

21.2. The Union shall submit to the Office of Labor Relations and the Division as far in advance as possible, but at least two weeks in advance, the names of those stewards who will be attending training. Time off for these purposes shall be approved in advance by the employee's supervisor. The approval of such time off shall not be unreasonably denied for arbitrary and/or capricious reasons. When granting such requests, the Department/Division will take into consideration operational needs.

21.3. New Employee Orientation (NEO) - Union Presentation. The County agrees to allow the Unions to meet the new bargaining unit employees following hire. Approximately five working days before the Union meets with the employee during the NEO period, a list of names of employees who shall be attending shall be forwarded to the Union.

21.4. Release Time for New Employees. The County shall provide each new bargaining unit employee 30 minutes of paid release time to meet with the Union within the first month of employment.

ARTICLE 22: UNION LEAVE

22.1. Upon written application, a regular employee elected or appointed to a Union office that requires all of their time shall be given a leave of absence without pay from work, normally not to exceed a period of five years. The employee shall not suffer a loss of bargaining unit seniority rights and shall accumulate the same during such leave. Leave may not be approved for more than one employee at a time per Department.

22.2. A regular employee designated by the Union to serve on official Union business that requires a part of their time shall be given a leave of absence without pay from work, provided it can be done without detriment to County services and at least 48 hours written notice is given to the Division. The employee shall not suffer a loss of bargaining unit seniority rights and shall accumulate the same during such leave.

ARTICLE 23: USE OF COUNTY BULLETIN BOARDS & ELECTRONIC DEVICES

23.1. Bulletin Boards. The County agrees to provide bulletin boards in areas accessible to the members for the use of Union officers and stewards to post announcement of meetings, election of officers, and any other Union materials. No materials of a political nature can be posted.

23.2. Electronic Devices. The County will permit Union officers and stewards the use of electronic mail, fax machines, copiers, telephones, video conferencing and similar equipment to communicate regarding Union business related to the County. These communications will be consistent with state law and the County's Acceptable Use of Information Assets Policy, as amended. The communications and the use of the County's equipment and systems must be brief in duration and frequency. In no circumstance shall use of the County's equipment or systems interfere with County operations or result in additional expense to the County. The parties understand and agree there is no guarantee of privacy in the communications described herein and that such communications may be subject to disclosure under the Public Records Act.

ARTICLE 24: REIMBURSEMENT FOR PERSONAL TRANSPORTATION

All employees who have been authorized to use their own transportation on County business shall be reimbursed at the rate established through ordinance by the County Council. King County provides coverage for liability to a third party, and property damage to an employee's personal vehicle, if the use of an employee's personal vehicle was authorized, the employee is traveling during their work day (not commuting), and they were acting in good faith and within the course and scope of their employment.

This does not supersede benefits outlined in the Transportation Article in the Department of Assessments, Public, Professional & Office-Clerical Employees and Drivers, Teamsters Local 763 Appendix (CBA Code 220).

ARTICLE 25: INSURED BENEFITS

The County provides group medical, dental, vision, disability, accidental death and dismemberment, and life insurance plans for regular, probationary, and term-limited temporary employees as provided under the terms of the Joint Labor Management Insurance Committee of Unions "JLMIC" Benefits Agreement. The plan designs, plan features, cost co-share terms and other terms and conditions of the plans are negotiated by representatives of the County and labor organizations that are parties to the JLMIC. All labor organizations that are signatory to this Agreement agree to the JLMIC Benefits Agreement, as amended.

ARTICLE 26: GRIEVANCE PROCEDURE

26.1. Purpose. The County and the Union recognize the importance and desirability of settling grievances promptly and fairly in the interest of continued good employee relations and morale. In furtherance of this objective, the County and the Union will extend every effort to settle grievances at the lowest possible level of supervision.

26.2. No Discrimination. Employees will be unimpeded and free from restraint, interference, coercion, discrimination, or reprisal in seeking adjudication of their grievances.

26.3. Grievance Definition. A grievance is defined as an allegation by either party to this Agreement that a violation of one or more terms of this Agreement (or its Appendices) has occurred.

26.4. Class Action Grievance. Grievances that allege the same violation(s) of the Agreement (inclusive of its Appendices), seeks the same remedy and involve more than one grievant shall, at the union's request, be submitted at STEP 2 as a Class Action Grievance.

26.5. Exclusive Representative. The Union will not be required to press employee grievances if in the Union's opinion, such lack merit. With respect to the processing, disposition and/or settlement of any grievance, including hearings and final decision of any Arbitrator, the Union will be the exclusive representative of the employee. However, if employees also have access to the Personnel Board for adjudicating disciplinary or reclassification grievances, selection by the employee of one procedure will preclude access to other procedures. If the employee chooses to access the Personnel Board for the adjudication of disciplinary or reclassification issues, this decision shall waive the Union's legal obligations for representation, unless the employee and Union mutually agree otherwise. Copies of all written reprimands, suspensions, disciplinary demotions, or discharges shall concurrently be forwarded to the Union.

26.6. Access to Grievance Procedure. Though employees will have no independent unilateral privilege or right to invoke the grievance procedure, an employee's complaint may be presented to their supervisor. If the issue is not resolved, it may be referred to STEP 1.

26.7. STEP 1 - Supervisor/designee- A grievance must be presented in writing by the shop steward or the Union representative within 30 calendar days of the occurrence or employee/Union knowledge of such grievance. The grievance shall be presented to the employee's supervisor or designee and will describe the event or circumstances being grieved, the provision(s) of the Agreement(s) that have allegedly been violated and the remedy sought.

1. The supervisor/designee will meet with the employee and Union representative to discuss the grievance within 15 calendar days of the receipt of the STEP 1

grievance.

2. The supervisor/designee will issue a written decision to the employee and the Union within 15 calendar days following the discussion.

3. If the Union does not pursue the grievance to STEP 2 within 15 calendar days after receiving the supervisor/designee's written decision, the grievance will be precluded from further appeal.

4. Supervisors and managers shall initiate their grievances at STEP 2.

STEP 2 - Director/designee- The grievance will be presented in writing to the director for investigation, discussion, and written reply.

1. The director/designee will meet with the employee and Union to discuss the grievance within 15 calendar days of the receipt of the STEP 2 grievance.

2. The director/designee will issue a written decision to the employee and the Union within 15 calendar days following the discussion.

3. If the Union does not pursue the grievance to STEP 3 within 15 calendar days after receiving the director's/designee's written decision, the grievance will be precluded from further appeal.

STEP 3 - Office of Labor Relations -Labor Negotiator

1. The Labor Negotiator will meet and/or discuss the grievance with the Union within 15 calendar days of the receipt of the STEP 3 grievance.

2. The Labor Negotiator will issue a written decision to the employee and the Union within 15 calendar days following the meeting and/or discussion.

3. If the Union does not pursue the grievance to STEP 4 - Arbitration within 15 calendar days after receiving the Labor Negotiator's written decision, the grievance will be precluded from further appeal.

STEP 4 - Arbitration - Should the decision of the Labor Negotiator at STEP 3 not resolve the matter, the parties may arbitrate the dispute utilizing the process set forth below.

1. Selection Process. The representatives for the parties will select a third disinterested party to serve as an arbitrator. In the event that the parties are unable to agree upon a third party to serve as an arbitrator, then the arbitrator will be selected from a panel of 11 names furnished by Public Employment Relations Commission (PERC) or Federal Mediation and Conciliation Services (FMCS). The arbitrator will be selected from the list by both the County representative and the Union representative each alternately striking a name from the list until only one name remains. Both parties will participate in a coin toss to determine who goes first for the

arbitrator strike process. The remaining name will serve as the arbitrator. The arbitrator's decision will be final and binding upon all parties to the dispute.

2. Arbitrator's Authority Limited. The arbitrator will have no power to add to, subtract from, disregard, modify or otherwise alter any terms of this Agreement, or to negotiate new agreements, but will have the power only to apply and interpret the provisions of this Agreement in reaching a decision.

3. Arbitration Expenses. The arbitrator's fee and expenses will be paid equally by the County and the Union. The court reporter's fee and expenses, if mutually agreed upon in advance, will be paid equally by the County and the Union. Each party will pay the full costs and fees of its representatives, including attorney's fees and the expenses of any witnesses appearing on its own behalf, regardless of the outcome of the arbitration and regardless of the subject matter of the dispute. Adverse County employee witnesses will be granted time off using their own paid leave whenever operationally feasible, with advance notice.

4. Mediation. Any party, at any time during the grievance process, can request mediation as a form of alternative dispute resolution. If mediation is requested, an impartial mediator will be selected by mutual agreement. The parties will preferably mediate the dispute using the King County Office of Alternative Dispute Resolution.

5. Timelines. Timelines under this Article may be extended by mutual agreement in writing, by the parties responsible for addressing the grievance at each step. Unless mutually agreed between the parties responsible for addressing the grievance at each step no grievance step may be bypassed. If the final calendar day falls on a Saturday, Sunday, County recognized holiday or on a day the County is closed for business, the next following normal day of business will be considered the final calendar day.

6. Grievances of Disciplinary Action. Regular employees are subject to a just cause standard for discipline.

(A) Grievances of disciplinary action involving suspension, demotion, or termination shall enter the grievance process at STEP 2.

(B) No other verbal, written performance or counseling documents shall be considered discipline that may be appealed to any level of this process.

(C) The provisions of this Article will not apply to probationary, temporary, provisional and term-limited temporary employees if they are disciplined or discharged because said employees are "at will" and not covered by the "just cause" requirement of this Agreement.

26.8. CLA Interpretation Grievances. The parties share an interest in a consistent interpretation of CLA Articles; therefore, an interpretation of a CLA Article between a Union and a County representative is not binding on the parties unless advanced to the County and Coalition CLA Co-chairs for their concurrence.

A. An interpretation grievance is one that rests on the interpretation of the CLA. It is distinguished from a grievance pertaining to an Appendix or discipline grievance.

B. CLA interpretation grievances may be directly advanced to STEP 3 by agreement of the Labor Negotiator and Union to be addressed by the Co-chairs.

C. The designated County and Coalition Co-chairs will meet monthly, or as needed, to discuss pending grievances. Dates and times will be mutually agreed upon and identified in writing. Co-chair(s) may invite the Union representative(s), Labor Negotiator(s), and County representative(s) involved in the grievances on that meetings' agenda.

D. At the CLA interpretation meeting, the parties will attempt to resolve the grievance. If a resolution to the grievance is not reached, within 15 calendar days of the meeting the parties will clarify their positions in writing so the dispute is clear. Within 15 calendar days following clarification of their respective positions, either party may advance the grievance to STEP 4 (Arbitration).

ARTICLE 27: DISCIPLINE AND SUNSET CLAUSE

27.1. No regular employee shall be disciplined except for just cause (consistent with Article 26.6; STEP 4 (6.)). The County will employ the concept of progressive discipline in appropriate cases. The County's policy is that discipline is corrective rather than punitive in nature. It is understood that there may be egregious cases that may result in discharge, disciplinary transfer, or other disciplinary actions, that do not require corrective action.

A. Performance Improvement Plan (PIP). Employees who are assigned a PIP shall be given a good faith opportunity to complete their PIP before any progressive discipline related to the PIP is issued to the employee, unless there are instances of misconduct or gross performance issues.

B. Letters of Expectations/Memoranda of Counseling. Letters of Expectations or Memoranda of Counseling shall not be included in Personnel Files but may be included in Supervisory files with a copy to the Union.

27.2. Written reprimands, suspensions, demotions, or discharges must be given by registered or certified mail or personally with a written acknowledgment of receipt. Copies of all

written reprimands, suspensions or discharges shall concurrently be forwarded to the Union.

27.3. Letters of reprimand shall not be used for progressive discipline after a period of 18 months from the date of issuance, other than for purposes of showing notice; provided the employee has not been disciplined during the 18 months.

27.4. All time limits set forth in this Section that refer to working days, shall include Monday through Friday and exclude all County recognized holidays.

27.5. Investigations will typically be completed within 90 calendar days after the division or agency director is made aware of a credible allegation of misconduct. The time to complete the investigation may be extended by the division or agency if another agency is investigating the event (e.g., police agency, Ombudsman) or if evidence necessary to complete the investigation is not reasonably available to complete the investigation during the 90 calendar day investigation period. If the investigation time period is extended, the division will notify the employee(s) under investigation and the Union and both will be provided with the basis for the extension and the expected date the investigation will be completed.

A. Written reprimands, notices of intent to suspend, demote or discharge must be executed within 30 calendar days following conclusion of the investigation, unless otherwise mutually agreed to by the parties.

B. Following the County's notice of intent to suspend or discharge, a Loudermill hearing should be offered and a decision made within 30 calendar days of the notice, unless otherwise mutually agreed to by the parties.

Nothing in this article is intended to supersede the Teamsters Local 174 (CBA Code 160) and the Service Employees International Union Local 925 (CBA Code 011) Appendices.

ARTICLE 28: ECONOMIC EQUITY

28.1. Should any non-Coalition bargaining unit within King County reach a more favorable combined general wage increase and benefit funding rate, the Coalition reserves the right to reopen this Agreement to bargain the impacts of that decision.

28.2. This provision will not apply to Sherriff's deputies, Captains or Majors, Marshals, Paramedics, interest arbitration decisions, or to job classifications that receive market based increases.

28.3. If the County can demonstrate that bargaining units outside of the Coalition made economic offsets in negotiations to increase wages or benefits, the reopener will not apply.

ARTICLE 29: COMPENSATION

29.1. Wage Rates General Wage Increase (GWI).

A. The wage rates for 2021 shall be the 2020 rates increased by a GWI of 1.5% effective January 1, 2021.

B. The wage rates for 2022 shall be the 2021 rates increased by a GWI of 3% effective January 1, 2022.

C. The wage rates for 2023 shall be the 2022 rates increased by a GWI of 3% effective January 1, 2023. The parties acknowledge that this Agreement (to include the CLA and the participating Union's Appendix) must be ratified by the participating Union membership prior to July 8, 2022 in order to effectuate an additional 1% GWI, for a total of 4% GWI to be applied effective January 1, 2023 to the 2022 wage rates. These timelines may be extended by mutual agreement by the Parties during negotiations over their respective Appendix.

D. The wage rates for 2024 shall be the 2023 rates increased by a GWI of 3% effective January 1, 2024. The parties also acknowledge that this Agreement (to include the CLA and the participating Union's Appendix) must be ratified by the participating Union membership prior to July 8, 2022 in order to also effectuate an additional 1% GWI, for a total of 4% GWI to be applied effective January 1, 2024 to the 2023 wage rates. These timelines may be extended by mutual agreement by the Parties during negotiations over their respective Appendix.

29.2. Union Bonus. A sliding scale bonus, less mandatory deductions, will be paid to all employees in their base position who are represented by the Unions signatory to this Agreement on or after January 1, 2021 and before December 31, 2021, who were not terminated for cause during 2021, according to the following:

Employee Base Annual Pay (based on 2020 salary schedule) (Excludes all add-to-pays)	Bonus Amount
<\$100,000	\$4000
\$100,000-\$125,000	\$2000
>\$125,000	\$1000

A. Retirees, laid off or deceased employees are eligible for the full bonus in the table above.

B. For Inactive 2021 Employees, a bonus, less mandatory deductions, will be paid to employees in their base position who are represented by the Unions signatory to this Agreement as follows:

- Both parties to agree on list of eligible employees
- Remove agreed status codes (VSP, Settlement, Term for Cause, No Notice, etc.)

- Must have worked two weeks (14 calendar days) in 2021
- Worked less than six months (14 to 182 calendar days) – Bonus Amount: \$500
- Worked more than six months (more than 182 calendar days) – Bonus Amount: \$1000

29.3. New employees will be automatically enrolled in the Deferred Compensation Program according to the following terms: three percent (3%) of gross wages, inclusive of add-to-pays and overtime, will be withdrawn from each paycheck on a pre-tax basis with an option to also enroll in annual auto increases every January 1st. While the open enrollment process will default to the auto-enrollment for deferred compensation, employees have the option to “opt out” at any time during open enrollment. They may also opt out of the program at any other time after they have enrolled.

29.4. Step Progression. Effective January 1, 2021, step progression between steps 1 and 10, or the steps as provided under the Appendix, will not be based on merit, performance, or performance evaluations.

ARTICLE 30: SAVINGS CLAUSE

Should any part hereof or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted state or federal legislation or by any decree of a court of competent jurisdiction, such invalidation of such part or portions of this Agreement shall not invalidate the remaining portions thereof; provided, however, upon such invalidation, the parties agree to meet and negotiate such parts or provisions affected. The remaining parts or provisions shall remain in full force and effect.

ARTICLE 31: SICK LEAVE²

31.1. Comprehensive leave eligible employees shall accrue sick leave benefits at the rate of 0.04616 hours for each hour in paid status excluding overtime up to a maximum of 3.6928 hours per bi-weekly pay period. There shall be no limit to the number of sick leave hours that an employee eligible for comprehensive leave benefits may accrue and carry over from year-to-year.

A. Short-term temporary employees 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

² This article does not apply to employees with benefit time (BT)

December 31, all accrued sick leave over 40 hours will be forfeited.

B. All employees shall accrue sick leave from their date of hire.

C. The employee is not entitled to use sick leave until after it appears on the employee's pay advice. During the first six months of service in a leave eligible position, employees eligible to accrue vacation leave may, at the supervisor's discretion, use accrued vacation days as an extension of sick leave.

31.2. Separation from or termination of County employment except by reason of retirement or layoff due to lack of work, funds, efficiency reasons or separation for medical reasons, shall cancel all sick leave accrued to the employee as of the date of separation or termination. Should the employee resign, in good standing, be separated for medical reasons or be laid off and return to County employment in a leave eligible position within two years, accrued sick leave shall be restored.

A. Employees eligible for comprehensive leave benefits 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 and/or hourly longevity pay, 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. If a retiree who cashes out their sick leave is rehired, that employee is not entitled to have any sick leave restored.

31.3. If the injury or illness is compensable under the County's workers compensation program, then the employee has the option to augment or not augment wage replacement payments with the use of accrued sick leave.

31.4. An employee who has exhausted all of their sick leave may use accrued vacation leave before going on a leave of absence without pay, if approved by their appointing authority.

31.5. Paid sick leave may be used for the following reasons:

A. For self-care or to care for a family member:

- 1.** Due to a mental or physical illness, injury, or health condition,
- 2.** To obtain medical diagnosis, care, or treatment of mental or physical illnesses, injuries, or health conditions, or
- 3.** To receive preventative care.

- B.** For absences that qualify for leave under the Domestic Violence Leave Act, RCW 49.76.
- C.** In the event the County facility the employee works in is closed by a public official for any health-related reason, or when an employee's child's school or place of care is closed by a public official for a health-related reason.
- D.** To increase the employee's or a family member's safety, when the employee or the employee's family member has been a victim of trafficking under RCW 9A.40.100.
- E.** For family and medical leave available under federal law, state law or County ordinance.
- F.** Employee's exposure to contagious diseases and resulting quarantine.

31.6. For purposes of paid sick leave, a "family member" is:

- A.** A spouse or domestic partner,
- B.** A child, including a biological, adopted, foster child, a stepchild, or a child to whom the employee stands in loco parentis, is a legal guardian or is a De Facto parent, regardless of age or dependency status, or the child of the employee's domestic partner,
- C.** The parent of an employee, employee's spouse, or employee's domestic partner. Parent includes, biological, adoptive, de facto, foster, stepparent, legal guardian, or a person who stood or stands in loco parentis to the employee, employee's spouse, or employee's domestic partner.
- D.** A grandparent, grandchild, or sibling.

31.7. An employee injured on the job may not simultaneously collect sick leave and workers' compensation payments in a total amount greater than the regular pay of the employee, though an employee who chooses not to augment the employee's workers' compensation time loss pay through the use of sick leave shall be deemed on unpaid leave status.

A. An employee who chooses to augment workers' compensation payments with the use of accrued sick leave shall notify the workers' compensation office in writing at the beginning of the leave. Absent such notification, sick leave will automatically be used to supplement such payments except where prohibited.

B. An employee may not collect sick leave and workers' compensation wage replacement pay for physical incapacity due to any injury or occupational illness that is directly traceable to employment other than with the County.

31.8. Verification of sick leave use is pursuant to RCW 49.46.210 and County policy, procedures and guidelines.

ARTICLE 32: VACATION LEAVE³

32.1. Comprehensive leave eligible employees shall be granted vacation with pay as follows:

Months of Service	Current Hourly Accrual Rate	Approximate Days/Year
0	0.04620	12.01200
60	0.05770	15.00200
96	0.06160	16.01600
120	0.07700	20.02000
192	0.08080	21.00800
204	0.08470	22.02200
216	0.08850	23.01000
228	0.09240	24.02400
240	0.09620	25.01200
252	0.10010	26.02600
264	0.10390	27.01400
276	0.10780	28.02800
288	0.11160	29.01600
300	0.11540	30.00400

Nothing in this Section is intended to supersede the vacation accrual tables/vacation caps in Appendices for Prosecuting Attorney's (CBA Codes 115 and 370), Department of Public Defense (CBA Codes 462 and 465), WSCCCE, Council 2 CASA (CBA Code 458), Teamsters Local 174 (CBA Code 160, Section 5.2), and Operating Engineers (CBA Code 351, Section 8.1.1).

32.2. For employees employed prior to January 1, 2018, maximum annual vacation leave accrual is 480 hours for employees working the 40-hour work week and 420 hours for employees working the 35 hour work week.

A. Vacation accrual rates for an employee who works other than the full-time schedule standard for their work unit shall be prorated to reflect their normally scheduled work

³ This article does not apply to employees with benefit time (BT)

week.

B. Comprehensive leave eligible employees shall accrue vacation leave from their date of hire in a benefit eligible position.

C. Comprehensive leave eligible employees may use vacation leave hours in the pay period after they are accrued. Employees who leave County employment prior to successfully completing their first six months of County service shall forfeit their vacation leave hours and are excluded from the vacation payoff provisions contained in this Agreement.

D. No employee eligible for leave shall work for compensation for the County in any capacity during the time that the employee is on vacation leave.

E. In cases of separation from County employment by death of an employee with accrued vacation leave who has successfully completed their first six months of County service in a comprehensive leave eligible position, payment of unused vacation leave up to the maximum accrual amount shall be made to the employee's estate, or, in applicable cases, as provided for by state law, RCW Title 11.

F. If an employee resigns from a full-time regular or part-time regular position or is laid off and subsequently returns to County employment within two years from such resignation or layoff, as applicable, the employee's prior County service shall be counted in determining the vacation leave accrual rate.

G. Comprehensive leave eligible employees shall be paid for accrued vacation leave to their date of separation up to the vacation accrual cap, if they have successfully completed their first six months of County service and are in good standing (e.g., not terminated for cause or resigned in lieu of discharge). Payment shall be the accrued vacation leave multiplied by the employee's base rate of pay, plus merit, and/or hourly longevity pay, if applicable, in effect upon the date of leaving County employment, less mandatory withholdings.

H. Effective January 1, 2018, new comprehensive leave eligible employees will be capped at 320 hours of vacation leave for employees working a 40-hour work schedule. Employees not working a 40-hour schedule hired before January 1, 2018, including TLT's, will retain their vacation cap.

I. *Vacation bidding, and/or the manner in which vacation leave is approved, shall be governed by the individual Appendix.*

ARTICLE 33: WORKING OUT OF CLASS

33.1. Working-out-of-classification occurs when an employee in a regular position is

temporarily assigned the duties of a higher paid classification for less than 30 consecutive calendar days. Employees working-out-of-classification may not be required to perform all the responsibilities of the higher-level classification, and therefore may continue to perform some of the responsibilities of their base position.

33.2. Working-out-of-classification assignments must occur in full day/shift increments.

33.3. While working-out-of-classification, the employee will receive a 5% working-out-of-classification pay premium. Any overtime earned while working-out-of-classification will include the 5% premium. Paid leave (e.g. vacation, sick, executive leave, bereavement) while working-out-of-classification shall be at the rate of the employee's base position (without the 5%pay premium).

33.4. If a working-out-of-classification assignment exceeds 29 consecutive calendar days, the assignment will be converted prospectively to a special duty assignment.

ARTICLE 34: TRANSPORTATION BENEFITS

Eligible employees will receive the transportation benefits provided in King County Code.

ARTICLE 35: LEAVE FOR EXAMINATIONS

Employees eligible for comprehensive leave benefits shall be entitled to necessary time off with pay for the purpose of taking County qualifying or promotional examinations. This shall include time required to complete any required interviews.

ARTICLE 36: ORGAN DONOR LEAVE

36.1 Comprehensive leave eligible employees shall be granted leave for organ donation in accordance with King County Code 3.12.215, as amended.

A. Comprehensive leave eligible employees who are voluntarily participating as donors in life-giving or life-saving procedures such as, but not limited to, bone marrow transplants, kidney transplants, or blood transfusions to take five (5) days paid leave without having such leave charged to family leave, sick leave, vacation leave or leave of absence without pay; provided that the employee shall:

1) Give the manager/designee reasonable advance notice of the need to take time off from work for the donation of bone marrow, a kidney, or other organs or tissue where there is a reasonable expectation that the employee's failure to donate may result in serious illness, injury, pain or the eventual death of the identified recipient.

2) Provide written proof from an accredited medical institution, organization or individual as to the need for the employee to donate bone marrow, a kidney, or other organs or tissue or to participate in any other medical procedure where the participation of the donor is unique or critical to a successful outcome.

3) Time off from work for the purposes set out above more than five (5) working days shall be subject to existing leave policies under this Agreement.

ARTICLE 37: UNION MEMBERSHIP

37.1 Upon authorization by an individual employee to the Union, the County shall provide for payroll deductions of union dues, initiation fees, assessments, and other fees as certified by the Union including COPE (or similar funds).

37.2 The Union shall have the option to transmit to DHR, by the cut-off date for each payroll period, the name and Employee ID number of Employees who have, since the previous payroll cut-off date, provided authorization for deduction of dues and/or COPE, or have changed their authorization for payroll deductions.

37.3 The County shall honor the terms and conditions of each employee's union membership and payroll deduction authorization(s).

37.4 The County, including its officers, supervisors, managers and/or agents, shall remain neutral on the issue of whether any bargaining unit employee should join the Union or otherwise participate in Union activities.

37.5 An employee may revoke their authorization for payroll deductions of payments to their union by written notice to the union in accordance with the terms and conditions of their membership authorization. Every effort will be made to end the deductions effective on the first payroll, and not later than the second payroll, after receipt by the County of confirmation from the union that the terms of the employee's authorization regarding dues deduction revocation have been met.

37.6 The County will refer all employee inquiries or communications regarding union membership to the appropriate union.

37.7 The Union shall, only as to deductions made from members of its bargaining unit, indemnify, defend and save the County harmless against any claim, demand, suit or other form of liability asserted against it as it relates to such deductions. If requested by the Union in writing, the County will surrender any such claim, demand, suit or other form of liability to the Union for defense and resolution.

ARTICLE 38: LAYOFF TASK FORCE

38.1. King County and the King County Coalition of Unions share a common interest in advancing equity and anti-racism in collective bargaining agreements for the King County workforce. This interest stems from the recognition that legacy rules reflect intentional and unintentional bias against people of color.

38.2. To meet this interest, the parties will convene a joint labor-management Task Force to study options for reflecting the County's anti-racism values in the layoff article of the Coalition Labor Agreement (CLA). The joint Task Force shall be made up of equal numbers of labor representatives, as determined by the Coalition, and representatives of King County, and shall contain no more than 12 individuals total.

38.3. The Task Force shall meet no less than once a month, commencing within 30 days of full mutual ratification of the CLA.

38.4. The Task Force shall provide a written report to the management and labor co-chairs for Coalition bargaining, with recommendations for how the parties can advance equity, no later than December 31, 2022, or later, by mutual agreement. The management and labor CLA co-chairs will meet before the commencement of successor CLA negotiations to discuss the parties' interests relative to these recommendations.

ARTICLE 39: EQUAL EMPLOYMENT OPPORTUNITY

39.1. The County and the Union shall not unlawfully discriminate against any individual employees with respect to compensation, terms, conditions or privileges of employment by reason of sex, race, color, national origin, religious affiliation, disability, sexual orientation, gender identity or expression, age except by minimum age and retirement provisions, status as a family caregiver, military status or status as a veteran who was honorably discharged or who was discharged solely as a result of the person's sexual orientation or gender identity or expression.

ARTICLE 40: TELECOMMUTING

40.1. For Executive Branch employees, the County will administer employee requests for alternative work schedules and telecommuting in accordance with its policies, as amended. Requests for alternative work schedules and/or modified telecommuting arrangements by employees will not be unreasonably denied. If any request is denied it will be denied in writing

and state the business reason for the denial.

40.2. The parties commit to negotiating in good faith over any and all changes to the Telecommuting Policy that involve mandatory subjects of bargaining moving forward during the life of this Agreement.

ARTICLE 41: DURATION

This Agreement and each of its provisions (including Appendices) shall be in full force and effect, applied prospectively, following full and final ratification by each of the parties, unless a different effective date is specified for the provision. This Agreement covers the period of January 1, 2021 through December 31, 2024.

NON-SUPERSEDING CLA ARTICLES

ARTICLE 42: SAFETY GEAR AND EQUIPMENT ALLOWANCE

42.1. Where the division requires employees to wear safety footwear that meets ANSI standards said employees will receive up to total of two hundred dollars (\$200.00) per calendar year, per employee, in accordance with the division's policy and procedures.

42.2. Personal Protective Equipment (PPE) — the department/agency shall provide each employee with required PPE equipment and replace same as needed. The County will determine what constitutes protective safety wear based on job assignment.

ARTICLE 43: AFTER HOURS SUPPORT

43.1. After Hours Support (AHS) is off duty time during which hourly employees may be required to be on standby ready and able to report to work, called-out to report back to their workplace, or technical call out to work remotely through technological means and is not required to report back to the workplace.

A. Standby.

1. Each division director/designee will maintain a written list of all staff who have been designated for standby.

2. Employees will be given ten business days' notice, in writing, of their designation to standby, or of schedule changes.

3. Written notice may be waived by written mutual consent between division director/designee and employee.

4. Standby schedules will be posted in a place visible to all employees in that work group.

5. In instances where the County, due to emergency or business reasons, must terminate or modify the standby schedule, the division will provide as much notice of schedule change as practicable.

6. Equipment: The County will provide all assigned After Hours Support staff with a two-way electronic device when working After Hours Support.

7. Employees will be paid ten percent of their base hourly rate for all hours on standby.

B. Physical Call-Out (PCO).

1. A minimum of four (4) hours at the overtime rate (inclusive of travel and time actually worked) shall be given for each call-out when the employee is required to report back to their workplace; except, if the PCO is within four hours of their shift start time, the employee will only be paid for the actual hours at the overtime rate. If the PCO exceeds the initial four hours, the actual hours worked shall be at the overtime rate of the employee's base hourly pay rate except if such time coincides with the employee's work shift in which case the employee will be paid their regular base hourly rate of pay.

2. An employee who has a County vehicle and can report directly to a work location and is not required to report to their workplace, will be paid two hours of overtime. If the PCO exceeds the initial two) hours, the actual hours worked will be paid at the overtime rate except if such time coincides with the employee's work shift, in which case the employee will be paid their regular base hourly rate of pay.

3. Parking expenses shall be reimbursed on presentation of a receipt, if an employee is called out to a work location outside of the employee's regular working hours.

C. Technical Call-Out (TCO). Employees will be paid a ten-minute minimum or the actual number of minutes worked, whichever is greater, at the appropriate overtime rate of pay. Subsequent call outs within the same ten-minute period will not receive additional compensation until after that period has expired.

43.2. If an employee is called to perform a TCO and it is determined they will need to perform a PCO, the provisions for the PCO will prevail.

ARTICLE 44: TRAINING AND LICENSING/CERTIFICATION

44.1. The County shall pay for any certification/license (except for driver's licenses),

continuing education, and training that is required by the County for the position. This includes necessary release time that is preapproved.

44.2. The County will reimburse the cost of an employee maintaining their Commercial Driver's License (CDL) endorsement(s) (also called Commercial Driver's License Renewal) if the position is required to have a CDL endorsement(s). Driver's license renewal fees, or CDL endorsement fees that are not required by the County for the position will not be reimbursed.

ARTICLE 45: PARKING

45.1 Employees will not be required to pay to park at the County's Goat Hill, King Street Center or CFJC parking garages through December 31, 2021. Beginning January 1, 2022, employees will be required to pay for parking at the employee parking rates established as of March 15, 2020 for the Goat Hill and King Street Center garages, unless mutually agreed upon by the Labor-Management Safety Subcommittee currently meeting and sponsored by Chief People Officer, Whitney Abrams.

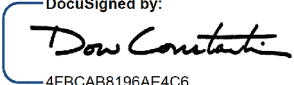
45.2 Effective January 1, 2022, employees will be required to pay \$10 per month for parking in the CFJC parking garage; except, when the employee is using their personal vehicle for County business for the day in which case they shall be reimbursed for the parking cost(s). Employees who are assigned or report to CFJC during 2022 will receive a one-time lump sum of \$500, less mandatory withholding, to be paid on the first pay period that includes January 1, 2023. Effective in the first quarter of 2022, the parties agree to establish a JLMC to develop and implement improvements in transportation for employees working at the CFJC.

ARTICLE 46: WAIVER AND COMPLETE AGREEMENT

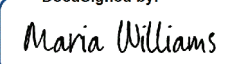
46.1. Waiver. The parties acknowledge that each has had the unlimited right within the law and the opportunity to make demands and proposals with respect to any matter deemed a proper subject for collective bargaining. Unless otherwise agreed by the parties, all letters, agreements, and understandings in effect prior to the effective date of this Agreement are deemed null and void with the effective date of this Agreement.

46.2. Modifications. For the duration of this Agreement, the County and the Union may, with mutual consent, negotiate modifications, including additions, deletions, and changes, to the terms of this Agreement. No modification will become effective without a written agreement, signed by both the County and the Union(s) that defines the specifics of the modification.


APPROVED this 26 day of August, 2022.

By:  DocuSigned by:
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King County Executive

For The King County Coalition of Unions:

 DocuSigned by:
AA962E4CF196498...
Maria Williams, Union Representative
Coalition Co-Chair
Teamsters, Local 117
8/5/2022
Date

For The King County Coalition of Unions:

 DocuSigned by:
9C7EE011347F4E7...
Michael Gonzales, Senior Business Agent
Coalition Co-Chair
Teamsters Local 174
8/8/2022
Date

MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY
AND
KING COUNTY COALITION OF UNIONS
REPRESENTING
KING COUNTY ADMINISTRATIVE SUPPORT CLASSIFICATIONS

UNDER THE COALITION LABOR AGREEMENT

Subject: Longevity/Incentive Pay for Administrative Support Classifications

WHEREAS, the King County Coalition of Unions (Coalition) represent certain Coalition administrative support classifications; and

WHEREAS, King County (County) and the Coalition have entered in to an agreement to provide merit pay to certain administrative support classifications;

Now THEREFORE, the parties have agreed as follows:

1. The terms set forth in this Agreement shall apply to all positions which are in the following classifications and which are currently represented by labor organizations in the Coalition covered under the terms and conditions of the Coalition Labor Agreement:

Fiscal Specialist 1 – 4
Administrative Specialist 1 – 4
Customer Service Specialist 1 – 4
Technical Information Processing Specialist 1 – 4
Administrative Office Assistant
Public Health Administrative Support Supervisor
Administrative Staff Assistant
Payroll Specialist

The classifications referenced under this section shall be referred to as “Coalition administrative support classifications” and shall not include positions covered by Coalition bargaining units eligible for interest arbitration.

2. Regular employees in Coalition administrative support classificationsshall be eligible to receive a longevity-merit award under this Agreement, as outlined under Subsection A, or the merit pay as provided under KCC 3.15.020(C)(3) and as administered under King County Performance Appraisal and Merit Pay System as outlined under Subsection B, but not both. Existing bargaining units that have elected their preferred option as defined in Subsection A or Subsection B as a group as part of these negotiations and that selection will remain in effect for the duration of this Agreement.

A. Longevity-Merit Pay. Existing bargaining units with eligible employees who have elected this plan will receive a wage increase of 1.5% above Step 10 upon completing 15 years of service with the County, and a 3.0% increase (not cumulative with the 1.5% increase after 15 years) above Step 10 upon completing 20 years of service with the County; provided, however, that an employee is eligible for the above Step 10 premium only if they receive at least a 3.25 rating on the prior year’s performance evaluation. For purposes of this provision, years of service shall be based on the employee’s Adjusted Service Date as that term is defined in the King County Personnel Guidelines. The requirement that the employee earn at least a 3.25 rating on the performance evaluation shall be waived for any year in which the employee did not receive a performance evaluation prior to the start of the calendar year. There shall be no limit or quota on the number of employees eligible to receive this wage premium above Step 10.

B. Merit Pay. It is the parties' intent to not simultaneously provide employees with both: a) the wage premiums referenced in Subsection A of this Agreement, and b) an above-top-step merit premium program. Therefore, existing bargaining units with employees which have eligibility for above-top-step merit pay as provided under KCC 3.15.020(C)(3) and as administered under the King County Performance Appraisal and Merit Pay System under their appendix, that have elected as a group to be covered by the Merit Pay System, are not eligible for longevity-merit pay under Subsection A of this Agreement; however, such bargaining units have elected to forgo above-top-step merit for their members who are part of the Coalition in order for those members to be eligible for the longevity-merit pay under Subsection A of this Agreement. This provision would give employees who are covered by these administrative support coalition negotiations the option of: a) continuing to receive above-top-step merit pay they have access to under their respective bargaining unit's existing collective bargaining agreement, or b) receiving the wage premium under Subsection A of this Agreement.

C. For newly formed bargaining units, employees must elect their preferred option (as defined in Subparagraph A and Subparagraph B above) and as a group and must indicate their selection within 60 days from formation of a bargaining unit, and that selection will remain in effect for the duration of this Agreement. Employees who do not have the merit pay provision under their appendix shall only be eligible for longevity-merit pay under Subparagraph A.

D. For employees who participate in the Western Conference of Teamsters Pension Trust ("WCTPT") plan, longevity-merit pay and merit pay is calculated on their base salary including the County's contribution on their behalf to the WCTPT and excluding any add-to-pays they are eligible to receive. All terms and conditions of the "000U0513 MOA" regarding Process for calculating Longevity Pay for the Administrative Coalition bargaining units that participate in the Western Conference of Teamsters Pension Trust shall apply.

5. This Agreement fully satisfied the parties' bargaining obligations with respect to wages for any and all Coalition Administrative Support Positions through December 31, 2013. The parties agreed to bargain a successor agreement on wages in coalition utilizing the same process as was agreed to in these negotiations (see September 30, 2008 "Ground Rules for King County Administrative Support Coalition Bargaining") with the additional agreement that any market surveys conducted for those negotiations will be based on the following list of jurisdictions:

1. Snohomish County
2. Pierce County
3. City of Seattle
4. City of Bellevue
5. City of Tacoma
6. City of Everett
7. City of Redmond
8. City of Renton
9. City of Kent
10. Port of Seattle

6. This Agreement shall remain in effect through December 31, 2024.

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY
AND
THE KING COUNTY COALITION OF UNIONS**

Subject: Cross-Jurisdictional Special Duty Assignments

Introduction:

The purpose of this Memorandum of Agreement by and between the King County Coalition of Unions (the Coalition) and King County (the County) is to memorialize an agreement reached between the parties regarding cross-jurisdictional “special duty (SD)” assignments. Recognizing that cross-jurisdictional SD assignments will continue to occur in King County, the parties have worked collaboratively to establish applicable rules relating to representation issues presented by these assignments.

Agreement:

The parties agree to the following:

1. King County Notification: The County will provide the affected unions a monthly list of all cross-jurisdictional SD assignments approved for a duration of greater than six months.

2. Pay Progression in SD Assignments: Step progression is governed by the terms of the base union’s collective bargaining agreement (CBA), Coalition Labor Agreement (CLA) or personnel policies if the assignment is in a non-represented position, as appropriate. Although current practice regarding pay progression in special duty assignments is not changed by this Agreement.

3. Payment of Union Dues:

a. For assignments limited in duration to six months or less, the employee shall continue to be represented by the base union and continue to pay dues to the union representing the employee’s base classification.

b. For assignments greater than six months in duration, the employee will temporarily cease paying dues to the base union and will pay dues to the union representing the assignment (special duty union). Dues payment shall be consistent with the CLA, from the time the employee is placed in the assignment until the employee returns to their regular assignment. In this circumstance, the employee will not pay dues to the base union during the assignment, unless the employee chooses to pay dues to both unions. The participating unions shall waive initiation fees. If the assignment is initially approved for six months or less, but is extended beyond six months, the employee will begin paying dues to the special duty union once the assignment extends beyond six months.

c. For assignments wherein a non-represented employee is assigned to a position that is represented, the same rules as in a and b will apply.

d. For assignments wherein a represented employee is assigned to a position that is not represented, the employee will continue to pay dues to and be represented by the base union as provided under the following sections.

4. Standing and Seniority: Members will remain “in good standing” consistent with the Local Union Bylaws when dues payments are waived by the base union due to an assignment which exceeds six months. Employees’ seniority rights and standing with their base unions will be governed by the relevant base union’s CBA.

5. Duty of Representation: The unions agree that, should a representational need arise during the assignment, all representational obligations will lie with the union to which the member is working in an assignment; except, the base union will continue to be responsible for representation in the areas of seniority, layoff and bumping, and discipline. In cases where a represented employee is assigned to an assignment in a position that is not represented, the employee will continue to be represented by the base union in the areas of seniority, layoff and bumping, and discipline. The union that represents the assignment will represent the employee in all other areas including, but not limited to, wages and working conditions. An employee working in a non-represented assignment will be governed by the personnel policies.

6. Grievance: Cross-jurisdictional union issues are not grievable under either the base union’s or the special duty union’s CBA. If there is a dispute between the unions or between the employee and union(s) about dues, the unions will work to resolve the dispute and will involve the King County Alternative Dispute Resolution (ADR) Program or the Public Employment Relations Commission (PERC), as necessary.

7. Pension Trusts:

A. When an employee who is covered by a pension plan is assigned to a special duty assignment outside of the bargaining unit, their wage reductions/contributions to the pension shall cease. The exception shall be when an employee is assigned to work in a bargaining unit that also provides for a pension plan, in which case the employee will pay into the pension at the negotiated rate for that bargaining unit. The employee’s wage reductions/contributions to the pension shall resume when the employee is restored to their position within the bargaining unit.

B. When an employee who is not covered by a pension plan is assigned to a special duty assignment in a bargaining unit that is covered by pension benefits, the employee shall not be eligible for trust contributions. If the employee eventually hires into the special duty job as a regular employee, they shall be eligible for pension benefits on a prospective basis.

C. The pension trust contributions of an employee assigned to a special duty assignment, whose base assignment or special duty assignment is eligible for Western Conference of Teamsters Local 117 pension trust participation under the applicable CBA, will be governed by the terms of the applicable Memorandum of Agreement (000U0110_Local 117) between King County and Teamsters Local 117 that outlines the requirements for pension trust employee payments/participation for the bargaining unit.

MEMORANDUM OF AGREEMENT
Between
KING COUNTY
And
KING COUNTY COALITION OF UNIONS

Subject: Compensation Settlement for Implementation of Retroactive Increases

Agreement:

1. Retroactive payment of the GWI for 2021 and 2022 (“Contract Settlement GWI”) shall be made to all employees represented by the Coalition of Unions as follows:

A. Retroactivity will be issued to all employees who are employed by the County on the first day of the first pay period following full and final ratification of the CLA,

B. Retroactivity will be issued to all employees who retired or separated in 2021 or 2022.

C. Retroactivity will be issued to all employees who accepted another job in King County not represented by the Coalition and are still employed with the County on the first day of the first pay period following full and final ratification of the CLA.

D. Some TLT and regular employees who were represented by a Coalition Union in 2021 were non-represented between 12/31/21 and 4/30/22 without a break in service. By Ordinance they met the eligibility requirements to receive a one-time retention bonus of 1.5% of their gross King County wages in 2021 (excluding any imputed income). The parties agree that employees who received the one-time retention bonus of 1.5% for non-represented employees, shall not be eligible for any retroactive 1.5% GWI payments for 2021 upon ratification of this Agreement.

E. Employees who resign or are terminated prior to the first day of the first pay period following full and final ratification of the CLA shall not receive a retroactive payment.

2. All other provisions of the 2021-2024 CLA shall be implemented prospectively on the first day of the first pay period after the Ordinance following adoption of this Agreement by the King County Council and shall not be applied retroactively, unless otherwise specified. Non-retroactive provisions include, but are not limited to, changes to any compensation (e.g., pay premiums, salary increases, special allowances), changes in hours and working conditions.

3. The Contract Settlement GWI will be applied to all 2021 and 2022 retro pay eligible earnings consistent with the pay codes that were adjusted by the GWI when the 2019-2020 Total Compensation agreement was implemented. Ineligible earnings include adjusted earnings for prior periods outside the retroactive period, grievance settlements, prior retroactive payments, tool allowances, fixed rate pay premiums that have not increased, L&I payments, and hours coded as no pay or as absent without leave. Special duty and work-out-of-classification premiums shall be adjusted by the GWI but shall not be recalculated from the base position for which the premium rate was derived from.

MEMORANDUM OF AGREEMENT
Between
KING COUNTY
And
KING COUNTY COALITION OF UNIONS

Subject: Joint Childcare Trust

Agreement:

1. The Joint Committee overseeing the Child Care Fund pilot for 2020-2021 shall assess the utilization of these funds to determine employee need going forward.

A. Within 30 days of the CLA being ratified by all parties, a meeting shall be held between King County Coalition of Unions representatives and King County representatives to explore establishing a Joint Childcare Trust (“Trust”). The parties shall meet on a semi-monthly basis. This group will be considered the Childcare Trust Joint Committee.

B. Upon mutual agreement of the parties, effective January 1, 2022, the parties shall reopen all applicable provisions of this MOU to discuss and determine the funding mechanism for the childcare benefit by no later than March 31, 2022. Once a Trust has been legally established, all contributions shall be transferred to the Trust.

C. Assuming establishment of a Childcare Trust by King County is feasible, the parties shall work diligently to execute a Trust agreement and all associated legal documents, as soon as possible. All decisions related to the Trust shall be mutually agreed to by the Joint Committee, and all decisions of the Joint Committee shall be final. The Joint Committee shall consist of an equal number of representatives from the Employer and the King County Coalition of Unions.

AGREEMENT BETWEEN
INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 117
(Representing employees of the PROSECUTING ATTORNEY)
and
KING COUNTY PROSECUTING ATTORNEY (Working Conditions)

These Articles constitute an agreement, terms of which have been negotiated in good faith, between the King County Prosecuting Attorney, hereinafter referred to as "the Employer," and Teamsters Local 117, hereinafter referred to as "the Union".

ARTICLE 1: PURPOSE

The intent and purpose of this Agreement and the parallel Agreement between the Union and King County is to promote the continued improvement of the relationship between the Prosecuting Attorney and the employees by providing a uniform basis for implementing the right of public employees to join organizations of their own choosing, and to be represented by such organizations in matters concerning their employment relations with the Prosecuting Attorney and to set forth the wages, hours, and other working conditions of such employees in appropriate bargaining units.

This Agreement sets forth the agreement of the parties on non-wage-related matters. Wage-related matters are covered in a separate but parallel Agreement between the Union and King County or the Master Labor Agreement between King County and King County Coalition of Unions. It is expressly understood by the parties that all Agreements are to be construed together.

ARTICLE 2: UNION RECOGNITION/PROBATION AND MEMBERSHIP

See Union Membership Article of the CLA, and the following:

Section 1. Recognition. The Prosecuting Attorney recognizes the Teamsters Local 117 as the exclusive bargaining representative for non-wage-related matters of those employees, including those working in a term-limited temporary capacity as defined in King County Code 3.12.010, whose job classifications are listed in the Addenda attached to the King County (Economic) Agreement, and made a part hereof by this reference. It is understood and agreed that the terms and/or conditions of this Agreement shall not be applicable to short-term temporary employees, as defined in King County Code Section 3.12.010 and undergraduate work study student interns.

Section 2. Probationary Period. New employees shall serve a six (6) month probationary period. This period may be extended to a maximum of twelve (12) months by mutual consent of the Employer and the Union. Prior to the completion of the probationary period, a new employee may be discharged without recourse to the grievance procedure.

Section 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 3: RIGHTS OF MANAGEMENT

The management of the Prosecuting Attorney's Office and the direction of the work force is vested exclusively in the Prosecuting Attorney's Office subject to the terms of this Agreement. All matters not specifically and expressly covered or treated by the language of this Agreement may be administered for its duration by the Prosecuting Attorney in accordance with such policy or procedures as the Prosecuting Attorney from time to time may determine; provided, that the Prosecuting Attorney will fulfill any statutory obligation to bargain. Any exercise of management's authority, discretion and/or decision-making authority as provided for under this agreement shall be informed by equity and fairness.

ARTICLE 4: HOLIDAYS

As a wage-related matter, holidays shall be determined by the separate Master Labor Agreement between King County and the King County Coalition of Unions.

ARTICLE 5: VACATIONS – ADMINISTRATION

Section 1. Good Faith Effort to Honor Vacation Requests Consistent with Operational Need. Consistent with past practice, the Prosecuting Attorney's Office will make a good faith effort to allow accrued vacation to be taken as requested with reasonable notice. However, if in the discretion of the Prosecuting Attorney, the time requested would impede the ability of the office to meet its obligations, the vacation time will be rescheduled. The allowable annual rate of vacation accrual shall be determined by the separate but parallel Agreement between King County and the Union. A request to use accrued vacation time by a new employee will not normally be approved during the employee's probationary period. Vacation may be taken if the employee has a sufficient vacation balance at the time of the pre-approved scheduled vacation.

Section 2. No Work Permitted. No person shall be permitted to work for compensation for the County in any capacity during the time when vacation benefits are being drawn.

Section 3. Vacation Increments. Vacation may be used in one-quarter (1/4) hour increments.

Section 4. Vacation Leave Cap. As a wage-related matter, the Vacation Leave Cap shall be determined by the separate Master Labor Agreement between King County and the King County Coalition of Unions.

ARTICLE 6: SICK LEAVE – ADMINISTRATION

Section 1. Sick Leave Accrual and Use. The allowable annual rate of sick leave accrual shall be determined by the separate but parallel Agreement between King County and the Union. Permissible purposes for the use of accrued sick leave shall also be determined by the separate Coalition Labor Agreement between King County and the King County Coalition of Unions.

Section 2. Reporting Requirement. Any sick leave absence request is to be reported by the employee to their supervisor. Any absence requests should be reported by text or email to the immediate supervisor as far in advance as practicable. Employees need not specify the reason for calling out, beyond stating that the employee is using sick leave. The employer shall not ask about the nature of the illness or the specific reason for the absence.

Section 3. Unscheduled and Scheduled Sick Leave. An employee may use sick leave for scheduled and unscheduled permissible purposes as set forth in RCW 49.46.210.

Section 4. Use of Vacation In Lieu of Sick Leave. After the first six (6) months of full-time service or equivalent, full-time regular and part-time regular employees shall be permitted to use vacation as an essential extension of used sick leave.

Section 5. Physician's Verification. Verification of illness by a licensed physician may be reasonably required for any sick leave absence exceeding three (3) consecutive days, as provided by law (inclusive of OLS temporary/emergency rules). If a physician's verification of illness is reasonably required it must include the date which the consultation occurred, and a statement as to when the employee is anticipated to return to work.

Section 6. Administrative Review and Corrective Action. Exhaustion of earned sick leave or use of leave without pay for sick leave may be cause for administrative review and/or corrective action, unless the employee has a legally-protected reason for the leave use.

Notwithstanding counseling and subject to progressive discipline requirements, employees who repeatedly run their sick leave account in the negative, for reasons that are not legally-protected, are liable to appropriate disciplinary action, including but not limited to termination.

Section 7. Failure to Supply Verification. Failure to submit a doctor's verification may constitute cause for disciplinary action, unless otherwise required by law.

Section 8. Family and Medical Leave. As a wage-related matter, Family and Medical Leave shall be determined by the separate but parallel Agreement between King County and the Coalition Labor Agreement between King County and the King County Coalition of Unions.

Section 9. Sick Leave Increments. Sick leave may be used in the same increments in which the employees are paid.

Section 10. Make-Up of Time for Medical Appointments. In lieu of utilizing paid sick leave, an employee may within the same work week make up no more than two (2) hours of time lost due to medical appointments. This method of time repayment must be approved in advance by the employee's supervisor. No more than one-half (1/2) hour may be made up from a lunch period in any one day, and no break time may be utilized for this purpose.

Section 11. Leave for Volunteer Service. Employees may use up to three (3) days of their accrued sick leave each year to perform volunteer services at a local school, or at a non-profit on the approved list for the Employee Giving Program. Employees requesting to use sick leave for this purpose must give reasonable notice to their supervisor. Supervisors will make a good faith effort to allow the time off. Employee's must provide written verification regarding volunteering for any non-profit except their child or grandchild's school. Verification can simply be an e-mail from the non-profit verifying the date of volunteer service.

ARTICLE 7: LEAVES OF ABSENCE

Section 1. Bereavement Leave. As a wage-related matter, bereavement leave shall be determined by the separate Coalition Labor Agreement between King County and the King County Coalition of Unions.

One day of sick leave may be used to attend memorial services for a close relation not covered under the bereavement policy.

Any additional paid leave may be approved by Human Resources.

Section 2. Donated Leave. As a wage-related matter, Donated Leaves shall be determined by the separate Coalition Labor Agreement between King County and the King County Coalition of Unions with the exception of Sections 6.3, 6.6 D., 6.8 B., 6.9, 6.10 and 6.11 of the CLA, and the following:

A. PAO employees may only receive donated leave from another PAO employee. PAO employees are allowed to donate leave to an employee working in other County agencies providing approval from that agency.

B. Any donation must be approved by Human Resources. Sick leave donations are only approved for very serious health conditions. Very serious health conditions include, but are not limited to, an injury, impairment, or extended illness that is serious, catastrophic or unforeseen.

C. If a request for donated leave is denied, both the employee intending to donate and the employee intending to receive the donation shall be notified in writing of the reasons for the denial.

Section 3. Jury Duty. (Per Article 5 of the CLA).

Section 4. Military Leave. As a wage-related matter, Military Leave shall be determined by the separate Coalition Labor Agreement between King County and the King County Coalition of Unions.

Section 5. Organ Donor Leave. (See Article 36 of CLA).

Section 6. Subpoena Leave. A subpoenaed employee will receive paid administrative leave to appear as a witness in a court or administrative hearing that is work-related, provided that the litigation does not involve a claim by the employee against the County.

Section 7. Sabbatical/General Leave of Absence. Employees may request to take a General Leave of Absence without pay. The PAO will make a good faith effort to approve providing that we can meet our business needs. The PAO will pay for the benefits package for up to twelve months for employees who have been employed by the PAO for ten or more years. The employer may, at their discretion, backfill the vacancy with a special duty assignment.

ARTICLE 8: WAGE RATES

As a wage-related matter, wage rates shall be determined by the separate but parallel Agreement between King County and the Union.

Section 1. Callback. A minimum of four (4) hours at overtime rate shall be allowed for each callback of an hourly employee. A call back is defined as circumstances where an employee has left the work premises and is subsequently required to report back to the work premises prior to their next regular shift. Shift extensions do not constitute “callbacks”. Scheduled training shall not be considered a “callback” when training is scheduled within one hour of the beginning or end of the employee’s work shift. Changes to hours of work due to

training shall be in compliance with Article 18, Section 3. Where such callout exceeds four (4) hours, the actual hours worked shall be allowed at overtime rates.

A minimum of two (2) hours at the overtime rate shall be paid for each telework callback of an hourly employee.

Section 2. Overtime Authorization. All overtime shall be authorized in advance by the staff supervisor or Human Resources.

Section 3. Compensatory Time. As an alternative to payment of overtime in accordance with this Article and the parallel provision of the King County Agreement, compensatory time off may be granted with pay for work performed either on a previously authorized overtime/comp-time basis or for work performed on a holiday which is normally scheduled as a day off. Such compensatory time shall be granted on the basis of time and one-half (1 ½) for all hours worked in excess of eight (8) compensated hours in one (1) day , exclusive of the lunch period, or forty (40) compensated hours in one (1) week. Granting of compensatory time shall be in accordance with the following procedures:

A. No compensatory time shall be granted unless either the work in excess of normal hours was approved by the supervisor in advance of the time worked or, in exceptional circumstances, the emergency work is reported and approved by the supervisor after being worked.

B. No compensatory time may be used without having first accrued it.

C. No more than forty (40) hours of compensatory time may be accumulated at any time unless it has been approved by Human Resources. When an employee has reached forty (40) hours of compensatory time, the employee shall be paid overtime for any hours compensated in excess of their regular schedule.

D. Compensatory time will be tracked in the PeopleSoft time keeping system.

E. Approved compensatory time shall be earned in fifteen (15) minute increments, with a minimum of fifteen (15) minutes being earned for any approved work beyond the normal work day.

Section 4. Work-Related Telephone Calls. Employees are not expected to share their personal telephone numbers with their DPAs or other staff. Similarly, they are not expected to take their work assigned cellular phones home (or answer their work assigned cellular phones after hours while teleworking). Employees can work with their supervisor to make-up the time worked by leaving early, coming in late or extending a lunch or other break. This must be approved by the supervisor.

Section 5. Flex schedules and telecommuting. Flex schedules and/or telecommuting requests will be considered by the PAO. If such a request is denied by the PAO, the PAO will respond in writing to the requester and the Union with the legitimate business reason for the denial.

Section 6. Safety. Employees who telecommute are responsible for working safely and will work with Safety and Claims Management to process a worker's compensation claim for work-related illnesses or injuries while telecommuting. The Prosecuting Attorney's Office shall assist and support all employees in maintaining a safe and ergonomically appropriate working environment. Employees should notify their supervisor if they have ergonomic or safety related home office concerns. Notwithstanding Article 17, employees may choose to shorten or waive their meal periods in order to reduce exposure or risk associated with safety concerns.

ARTICLE 9: HEALTH AND WELFARE BENEFITS

As an economic matter, health and welfare benefits shall be determined by the separate but parallel Agreement between King County and the Union.

ARTICLE 10: MISCELLANEOUS

Section 1. Limitation on Temporary Employees. Temporary employees shall not be used to supplant the regular employees in the bargaining unit.

Section 2. Safety and Security. The Employer recognizes that legitimate concerns about physical security of employees and their personal property should be addressed. Accordingly, the Employer agrees to discuss from time to time as the Union may request any employee concerns regarding security procedures or facilities design throughout the several locations of the Employer's work areas.

Section 3. Labor Management Panel. The Employer and the Union agree that a need exists for closer cooperation between labor and management, and that it is desirable to provide for employee participation in the management decision-making process. To accomplish this objective, the Employer and the Union agree to establish a panel to meet periodically for the purpose of assisting in the development of management initiatives, commenting on management issues and improving communication. This panel shall be comprised of duly authorized representatives of the Union, in a number up to the number of shop stewards authorized under this Contract, and representatives of management, in a number no greater than the number of representatives the Union is authorized to designate. These periodic meetings shall occur at least quarterly unless the Employer and the Union agree otherwise. Nothing herein abridges the rights and responsibilities contained in Articles 2 and 3 of this Agreement.

Section 4. Training.

A. The Employer agrees to fund \$5,000 annually for administrative staff training during the course of this Agreement. The program will be overseen by the Human Resources Director and administered through the Labor Management Committee (LMC) training sub-committee.

B. In the interest of developing and supporting additional career advancement opportunities among its workforce, the Employer shall make a good faith effort to dedicate scheduled work time to allow for training and continuing education upon request by the employee.

C. **Steward Training:** Union stewards shall be provided at least one (1) day of release time without loss of pay to participate in the steward training programs sponsored by the union and/or County. Stewards should make arrangements for time off with their supervisor in advance of the training.

Section 5. Union Notification. (See Article 20 of CLA).

ARTICLE 11: GRIEVANCE PROCEDURE

The Prosecuting Attorney recognizes the importance and desirability of settling grievances promptly and fairly in the interest of continued good employee relations and morale and to this end the following procedure is outlined. To accomplish this, every effort will be made to settle grievances at the lowest possible level of supervision.

Employees will be unimpeded and free from restraint, interference, coercion, discrimination or reprisal in seeking adjudication of their grievance.

This Article does not apply to the suspension or dismissal of employees still in their probationary period.

Section 1. Definition.

Grievance -- An issue raised by an employee relating to the interpretation of rights, benefits, or conditions of employment as contained in this Agreement.

Section 2. Procedure.

Step One -- A non-wage-related grievance shall be presented verbally or in writing by the aggrieved employee, and up to two (2) representatives of the Union if the employee so desires, within thirty (30) calendar days of the Union becoming aware of such grievance, to the appropriate supervisor. That supervisor shall gather all relevant facts and shall attempt to resolve the matter and notify the employee within thirty (30) calendar days. If a grievance is not pursued to the next higher level within thirty (30) calendar days, it shall be presumed resolved.

Step Two -- If, after thorough discussion with the appropriate supervisor, the grievance has not been satisfactorily resolved, the employee and representative(s) of the Union shall reduce the grievance to writing and present it to Human Resources Director. The Human Resources Director shall schedule a meeting within thirty (30) calendar days of receiving the written grievance to discuss the matter with the employee and the representative(s) of the Union. The Human Resources Director shall make their written decision available to the aggrieved party and the representative(s) of the Union within thirty (30) working days of the meeting. If the grievance is not pursued to the Step Three within thirty (30) working days of the date of the Human Resources Director's written decision, it shall be presumed resolved. If the grievance is not resolved at this step, the Union may request mediation or arbitration of the grievance within thirty (30) days of completion of Step Two of the grievance process. The request for mediation

or arbitration must be made in writing to the Prosecuting Attorney.

Mediation – The Prosecuting Attorney and the Union will have thirty (30) calendar days from the mediation request date to schedule a mediation date. The Prosecuting Attorney and the Union shall mutually agree upon a mediator. Any resolution reached in mediation shall be binding on the parties and, unless specifically agreed otherwise, not form a precedent for similar issues. Matters not resolved in mediation may be referred to arbitration. The Prosecuting Attorney and the Union shall each bear the cost of its own presentation and shall bear equally the fees and cost of the mediator. The parties will have thirty (30) calendar days from the conclusion of mediation to make a written request for arbitration.

Step Three -- If the decision of the Human Resources Director or mediation does not resolve the grievance to the satisfaction of the Union, the Union may file with the Prosecuting Attorney a Notice of Intent to Request Arbitration. This Notice shall specify the reasons the Union is dissatisfied with the decision of Human Resources Director. The Prosecuting Attorney may modify the decision of the Human Resources Director. Grievances at Step Three must be processed through the Union. If, within thirty (30) calendar days after the Union files a Notice of Intent to Request Arbitration, the Prosecuting Attorney has not modified the decision of the Human Resources Director to the satisfaction of the Union, the Union may proceed to Step Four. Letters of Reprimand may only advance to Step Three.

Step Four -- If the grievance is not resolved to the satisfaction of the Union at Step Three, the Union may request arbitration. If the Union does not request arbitration within thirty (30) calendar days of being entitled to proceed to Step Four, the grievance shall be deemed resolved. If the Union decides to proceed to Step Four, the Union must specify the provision(s) of this agreement that were allegedly violated. Grievances at Step Four must be processed through the

Union. The Union and the Employer shall select a third disinterested party to serve as an arbitrator. In the event that the parties are unable to agree upon an arbitrator, then the arbitrator shall be selected from a panel of eleven (11) arbitrators furnished by PERC. The Union and the Employer will first try to agree upon an arbitrator. If agreement cannot be reached, the arbitrator will be selected from the list by both the Employer and the Union, beginning with the employer on matters where the burden of proof lies with the Employer (disciplinary) and beginning with the Union on matters where the burden of proof lies with the Union (contractual), each alternately striking a name from the list until only one name remains. The arbitrator, under voluntary labor arbitration rules of the Association, shall be asked to render a decision promptly and the decision of the arbitrator shall be final and binding on both parties.

The arbitrator shall have no power to change, alter, detract from or add to the provisions of this Agreement, but shall have the power only to apply and interpret the provisions of this Agreement in reaching a decision.

The Arbitrator's fee and expenses and any agreed upon court reporter's fee and expenses shall be borne equally by both parties. Each party shall bear the cost of any witnesses appearing on that party's behalf. Each party shall bear the cost of its own attorney fees regardless of the outcome of the arbitration hearing.

The time limits set forth in this Article may be extended by mutual agreement of the parties.

No matter may be arbitrated that the Employer by law has no authority over, that the Employer, by law, has no authority to change, or that has been delegated to any civil service commission or personnel board as defined in RCW 41.56.

There shall be no strikes, cessation of work or lockout during such conferences or arbitration.

Section 3. Just Cause and Notice of Discipline. The Employer shall not discipline a non-probationary employee for other than just cause. The Employer will provide the Union Staff Representative with a copy of the disciplinary letter at the time that it is issued.

Section 4. Right to Representation. In the event the Employer requires an employee to attend a meeting for purposes of discussing matters that could lead to discipline, the employee will be advised in advance of the subject matter of the meeting, and their right to be accompanied by a representative of the Union. If the employee desires Union representation in said matter, they shall notify the Employer at that time and shall be provided a reasonable time to arrange for Union representation.

Section 5. Union Discretion and Exclusive Representation. The Union shall not be required to press employee grievances if in the Union's opinion, such lack merit. With respect to the processing, disposition and/or settlement of any grievance, including hearings and final decision of any arbitrator, the Union shall be the exclusive representative of the employee.

Section 6. Sunset Clause. Letters of reprimand shall not be used for progressive discipline after a period of twenty-four (24) months from the date of issuance, other than for purposes of showing notice; provided the employee has not been disciplined during the twenty-four (24) months. If the employee receives a second Letter of Reprimand for the same reason after the twenty-four (24) months, the second letter will not have a Sunset Clause.

ARTICLE 12: EQUAL EMPLOYMENT OPPORTUNITY

The Employer or the Union shall not unlawfully discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment because of race, color, religion, national origin, age, sex, marital status, sexual orientation, or any sensory or physical handicap.

ARTICLE 13: SAVINGS CLAUSE

Should any part hereof or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by any decree of a court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions hereof; provided, however, upon such invalidation, the parties agree to meet and negotiate such parts or provisions affected. The remaining parts or provisions shall remain in full force and effect.

ARTICLE 14: WAIVER CLAUSE

The parties acknowledge that each has had the unlimited right within the law and the opportunity to make demands and proposals with respect to any matter deemed a proper subject for collective bargaining. The results of the exercise of that right and opportunity are set forth in this Agreement and in the separate but parallel Agreement between the Union and King County. Therefore, the Prosecuting Attorney and the Union, for the duration of this Agreement, each agree to waive the right to oblige the other party to bargain with respect to any subject or matter not specifically referred to or covered by this Agreement.

ARTICLE 15: WORK OUTSIDE OF CLASSIFICATION AND SPECIAL DUTY ASSIGNMENTS

Section 1. Working-Out-Of-Class.

A. Working-out-of-classification occurs when an employee in a regular position is temporarily assigned the duties of a higher paid classification for less than 30 consecutive calendar days. Employees working-out-of-classification may not be required to perform all the responsibilities of the higher-level classification, and therefore may continue to perform some of the responsibilities of their base position.

B. Working-out-of-classification assignments must occur in full day/shift increments.

C. While working-out-of-classification, the employee will receive a five percent (5%) working-out-of-classification pay premium. Any overtime earned while working-out-of-classification will include the five percent (5%) premium. Paid leave (e.g. vacation, sick, executive leave, bereavement) while working-out-of-classification shall be at the rate of the employee's base position (without the five percent (5%) pay premium).

D. If a working-out-of-classification assignment exceeds twenty-nine (29) consecutive calendar days, the assignment will be converted prospectively to a special duty assignment.

Section 2. Special Duty Assignment.

A. An employee selected to work in classification for thirty (30) or more days and the preponderance of duties performed are in the higher classification in order to

qualify. This is generally to back-fill a regular position when an employee is absent due to family or medical reasons.

B. Special Duty assignments shall not last more than five (5) years.

C. Special Duty assignments must be approved in advance by Human Resources.

D. As a wage-related matter, the pay for Special Duty Assignments shall be determined by the separate Coalition Labor Agreement between King County and the King County Coalition of Unions. For reference, an employee on special duty will be placed at the first step of the special duty classification pay range or be given a flat five percent (5%) above the employee's base rate of pay, whichever is higher. Paid leave (e.g. vacation, sick, compensatory, bereavement) while on a special duty assignment shall be at the employee's special duty pay rate.

Section 3. Training. Employees in a training capacity may be assigned work normally performed by a higher classification, except they will not be placed in a training capacity to circumvent the intent of Section 1 of this Article. An employee assigned in a training capacity shall be under the supervision and guidance of their immediate supervisor and shall not be in the training position for more than thirty (30) consecutive, normal working days.

ARTICLE 16: INTRACOUNTY TRANSFER

Intracounty transfers are governed by the separate but parallel Agreement between King County and the Union.

ARTICLE 17: HOURS OF WORK

Section 1. Workweek. The standard work week shall normally consist of five (5) consecutive standard work days not to exceed eight (8) hours each and not to exceed forty (40) hours per week and shall normally be scheduled Monday through Friday. The core business hours each day are normally be between 8:30 a.m. and 4:30 p.m. The Employer shall provide notice to the Union upon any employee's being regularly assigned to hours of work that differ from these hours.

Section 2. 35-Hour Workweek. Pursuant to a long history of the bargaining unit performing their work within a full-time thirty-five (35) hour workweek, and in recognition of the need to preserve the option of a thirty-five (35) hour workweek going forward, the PAO agrees that no request for an alternative work schedule will be unreasonably denied. Decisions to grant or deny such requests will be informed by equity and fairness. Furthermore, PAO hereby acknowledges that a thirty-five (35) hour workweek is presumptively reasonable and workable for all classifications within the bargaining unit. If the request is not approved, the Employer shall provide written notice to the employee of the reasons why the request for an alternative work schedule was not approved. Thirty-five-hour workweek requests are not subject to Section 3 below.

Section 3. All Other Alternate Work Schedules. The Employer agrees that alternative work schedules for individual employees and employee groups within the bargaining unit should be reasonably considered where appropriate and viable, subject to the following general conditions:

- A. Assignment of individual employees to such alternative work schedules is dependent on bona fide conditions such as: (i) coordination with attorneys and

supervisors; (ii) established hours of department operation and requirements of client/victim service; (iii) the needs of clients, members of the public and the private bar; (iv) departmental ability to provide coverage for vacation and other absence; (v) reasonable needs for a test period; (vi) other requirements associated with the legal representation of the County.

B. The parties understand that not all individual employees and employee groups work in positions that are conducive, pursuant to the conditions described in Section 3 (A) above, to alternative work schedules. An employee who wishes to work an alternative work schedule shall provide a written request to the employee's supervisor and a copy to the Human Resources Director. Should the Employer approve the request for an alternative work schedule, the employee shall sign a letter of agreement stating the specific terms of the alternative work schedule. If the request is not approved, the Employer shall provide written notice to the employee of the reasons why the request for an alternative work schedule was not approved. All requests will be reasonably considered by management.

C. As a general rule, no individual employee alternative work schedule commencing prior to 7:30 a.m. or concluding after 5:30 p.m. will be approved.

Only compliance with the procedural requirements of this Section, Article 18, § 2, shall be subject to grievance pursuant to Article 12 of this Agreement. If a grievance regarding the work schedule of an employee or group of employees reaches Step Four of the grievance procedure, the authority of the arbitrator shall be limited to requiring compliance with the procedural requirements of this section. Decisions regarding the availability of alternative work

schedules shall not be subject to grievance and shall remain within the sole discretion of the Prosecuting Attorney.

Section 4. Notification of Changes. The Employer must give at least five (5) days' notice of work hour changes unless the Employer and employee mutually agree to the change. Otherwise, all times worked, other than established schedules, shall be at the appropriate overtime rate.

Section 5. Rest and Meal Periods.

A. Rest Periods. Employees will be allowed rest periods of fifteen (15) minutes for each one-half (1/2) shift o worked at or near the middle of each one-half shift. Where the nature of the work allows employees to take intermittent rest periods equivalent to fifteen (15) minutes for each one-half shift worked, scheduled rest periods are not necessary. If the employee is unable to take the rest period due to work requirements in Court, the employee may make arrangements with their supervisor to take fifteen (15) minutes or the unused break time sometime during the same workweek. Time can be taken in the following manner: late arrival, early departure or an extension of the employee's break or lunch period.

B. Meal Periods. Employees will take their lunch breaks near the middle of their work day. If the demands of work are such that the employee cannot take their meal break during the middle of their work day, the employee will be allowed to take an earlier or later meal break that same day. The PAO is committed to employees receiving their meal periods. If the employee is unable to take at least a thirty (30) minute meal period (due to work requirements, the employee shall notify their supervisor as soon as reasonably possible to make arrangements to take the unused meal period sometime

during the same work week. With supervisor approval, time can also be taken in the following manner: late arrival, early departure or an extension of the employee's break or lunch period. If the employee is unable to make up the time in the same workweek, the employee shall receive compensation and/or compensatory time pursuant to Article 9, Section 3. The employee and supervisor will agree to either a thirty (30) minute or sixty (60) minute meal period depending on the wishes of the employee and business needs of the work unit.

C. Request to Waive Meal Periods. As provided under RCW 49.12.187, if any employee chooses to waive their meal period, the PAO may agree to it. Employees who choose to waive their meal period as a general practice must make a request in writing to their supervisor. The supervisor may deny the request if waiving the meal period interferes with business needs. For example, a receptionist position that requires the front desk be open until a certain time. Employees who generally waive their meal period may at any time request the meal period. If, at some later date, the employee wishes to receive their meal periods regularly, any agreement would no longer be in effect. Employees may not waive their rest periods and if they are unable to take their rest periods they must notify their supervisor.

ARTICLE 18: PROMOTIONAL OPPORTUNITIES AND TRANSFERS

Section 1. Promotional Opportunity Consideration. The parties agree that it is beneficial to provide for promotional opportunities for members of the bargaining unit. Therefore, the Employer will:

A. Interview and consider qualified non-probationary current and former (having worked in the bargaining unit within the previous twelve (12) months) bargaining unit members who have expressed interest in Range 38 level positions or above prior to hiring other applicants from outside the PAO.

B. All regular, term-limited temporary and special duty positions will be posted for a minimum of ten (10) calendar days. These opportunities will identify a closing date and will be shared with the employees and the Union via email. If member of the bargaining unit returns from vacation or approved leave and expresses interest after the position closes, application materials will be accepted late within two (2) business days of their return, until interviews commence.

C. A member of the bargaining unit will serve on the interview panel. It is at the supervisor's discretion to choose who will sit in on the interview panel. Every effort will be made to ensure the panel consists of the same individuals for all applicants.

D. Provide, as funding allows, for ongoing training opportunities to facilitate promotional opportunities.

E. Periodically review testing procedures with the Labor Management Committee, as established through Article 12, § 3 of this Agreement, to ensure they are fair and equitable.

F. The supervisor conducting the promotional interview will work in conjunction with the current supervisor and human resources to provide constructive feedback to the unsuccessful applicants. If the candidate is not satisfied with the feedback received, they shall be able to meet, upon request, with the supervisor and

human resources to learn the reasons they were not promoted. The goal of the review is to provide suggestions for improving the likelihood of selection in the future.

Section 2. Decisions Not Grievable. Decisions regarding promotion or hiring, and decisions regarding the allocation of funding for training, shall not be grievable pursuant to Article 12 of this Agreement. Only compliance with the procedural requirements of this Article shall be subject to grievance pursuant to Article 12 of this Agreement. If a grievance reaches Step Four of the grievance procedure, the authority of the arbitrator shall be limited to requiring compliance with the procedural requirements of this Article. Decisions regarding the promotion or hiring of employees and decisions regarding the allocation of funding for training shall remain at the sole discretion of the Prosecuting Attorney.

Section 3. Reallocation of Positions. In the event that the Prosecuting Attorney reallocates a position from one work unit to another work unit, the Prosecuting Attorney will first solicit and consider volunteers from the affected work unit. In the event that there are no volunteers or insufficient volunteers, the Prosecuting Attorney, shall normally reassign employees from the affected work unit by inverse order of seniority within classification, except when in the judgment of the Prosecuting Attorney, the application of seniority alone would adversely impact the operation of the particular work unit, then the decision will be based on the legitimate business needs of the Prosecuting Attorney.

Decisions regarding the reallocation of positions shall not be grievable pursuant to Article 12 of this Agreement. Only compliance with the procedural requirements of this Article shall be subject to grievance. If a grievance reaches Step Four of the grievance procedure, the authority of the arbitrator shall be limited to requiring compliance with the procedural requirements of this Article.

Section 4. Probation when Promoted or Transferred. An employee who is promoted to a higher classification or transfers to a lateral position, shall serve a probationary period of six (6) months. In the event such lateral move is in the same Division and Unit, the probationary period shall last no more than three (3) months. This probation shall only be applicable to the employee's ability to adequately perform the duties of the position promoted or transferred to, and shall not affect any other rights or benefits the employee enjoys under the terms of this Agreement, the CLA or King County policy. In the event the employee does not successfully complete the probationary period, the employee will be returned to their previously held position if available, and if not available then to an equivalent position.

ARTICLE 19: BULLETIN BOARDS AND E-MAIL COMMUNICATION

Section 1. Bulletin Boards. The Employer agrees to permit the Union to post on Union bulletin boards, the announcement of meetings, election of officers and any other material. All such posted material shall be stamped so as to identify it as official Teamsters Local 117 information.

Section 2. Electronic Devices. The Prosecuting Attorney will permit Union officers and stewards the use of electronic mail, fax machines, copiers, telephones, video conferencing and similar equipment to communicate regarding Union business related to King County. These communications will be consistent with state law and the PAO's technology policies. In no circumstance shall use of the County's equipment or systems interfere with PAO operations, or result in additional expense to the PAO. The parties understand and agree there is no guarantee of privacy in the communications described herein and that such communications may be subject to disclosure under the Public Records Act.

ARTICLE 20: REDUCTION IN FORCE/LAYOFF, REHIRES

Section 1. An employee's seniority date for purposes of layoff and rehire is their first date of employment with the Prosecuting Attorney's Office, reduced for any time spent outside the Prosecuting Attorney's Office. Employees laid off as a result of work and/or a shortage of funds shall normally be laid off according to their seniority within classification and within the Prosecuting Attorney's Office, except when in the judgment of the Prosecuting Attorney, the application of seniority alone would adversely impact the operation of the particular work unit, then ability and skill may be the determining factor. The Union may grieve such lay-off decision directly in accordance with Step Three of the grievance procedure as provided in § 2 of Article 12, provided however, that at any such lay-off grievance proceeding the decision of the Prosecuting Attorney shall be accorded a presumption of correctness, which presumption may only be overcome by a showing of a preponderance of the evidence.

Section 2. Employees laid off shall be recalled in the inverse order of layoff, namely, those laid off last will be recalled first.

Section 3. Prior to any layoff all employees other than permanent employees of the Prosecuting Attorney's Office shall be removed from the payroll first. This shall include temporary and probationary employees.

Section 4. In order to review and comment on the proposed reduction in workforce before final decisions are made, the Prosecuting Attorney agrees to notify the Union at least four (4) weeks in advance, in writing, of any proposed reduction in force. Such notice shall include the name, classification and hire in date of all such employees scheduled to be laid off. The notice shall also include any identified positions for which the employee(s) scheduled to be laid

off is/are eligible to bump into. Displacement (bumping) shall generally meet the following criteria:

A. The identified position to be bumped is the least senior employee in the job classification into which the employee is eligible to bump;

B. The job classification of the identified position to be bumped is at a pay range equal to or lower than the position that was eliminated by the reduction in force; and

C. Employees who bump to a lower classification will be placed at the step nearest to or equal to their current salary or Step Ten (10) of the new classification if their salary before the bump was higher than Step Ten (10).

Section 5. A former employee who was laid off due to lack of work or funds may be reemployed in their former classification, in a similar classification for which they are qualified, in a lower classification within the same series, or in any other classification reasonably deemed appropriate by the Employer's Human Resources Manager. Recall rights of a laid-off employee shall expire two (2) years from the date of layoff. Should such person refuse appointment to a position in their former classification or at the same rate of pay during the two (2) year period, they shall forfeit all recall rights gained under this section.

Section 6. Employees laid off from the Prosecuting Attorney's Office shall be entitled to career counseling services offered through the Referral and Placement Program of King County's Career Support Services.

Section 7. Information Technology Seniority. Seniority for layoff and recall of employees in classifications in Addendum B of the Economics Agreement shall be calculated as a person's continuous length of service in the bargaining unit reflected in the bargaining unit of

the Economics Agreement. These classifications are not eligible to bump into the classifications listed in Addendum A of the Economics Agreement nor would those classifications in Addendum A of the Economics Agreement be eligible to bump into classifications listed in Addendum B of the Economics Agreement.

ARTICLE 21: SHOP STEWARD

The Union shall have the right to appoint shop stewards.

ARTICLE 22: CONTRACTING OUT

The King County Prosecuting Attorney's Office shall not contract out work which the members of the bargaining unit have historically performed unless it is required by law or is a business necessity due to an emergency situation or to augment the workforce on a short-term, temporary basis. Except for emergency situations, the King County Prosecuting Attorney's Office shall provide notice to the Union of its intent to contract out. Under no circumstance shall the King County Prosecuting Attorney's Office agree to any long-term or permanent contracting out of bargaining unit work. Nothing in this provision shall limit what the King County Prosecuting Attorney's Office has historically contracted out, and no jobs will be eliminated due to contracting out. Employees outside of the bargaining unit may be temporarily assigned to work within the bargaining unit for a period not to exceed nine hundred and ten (910) hours. Term limited temporary ("TLT") employees will only be utilized to perform bodies of work that are in fact term limited and temporary in nature. Term limited promotions above Range 38 will be advertised to bargaining unit members per Article 19, Promotional Opportunities.

ARTICLE 23: PUBLIC DISCLOSURE REQUEST PUBLIC DISCLOSURE REQUEST

When documents in an individual employee's personnel, payroll, supervisor, training, safety, or medical file are the subject of a public disclosure request, the Employer will provide the employee notice of the request in advance of the intended release date. If the Employer receives a public disclosure request for personal information for the entire membership of the Union working for the Employer, the Employer shall notify the Union as soon as possible and prior to the release of the information.

ARTICLE 24: BILINGUAL PREMIUM PAY

Employee(s) who are substantially bilingual and are requested by management to use their skills in a language other than English in the performance of their work duties will be paid a bilingual premium of fifty dollars (\$50.00) per month. This assignment will be renewed annually and may be terminated at any time.

Such employee(s) will be required to demonstrate their bilingual ability, but are not required to be certified by the State of Washington as a translator/interpreter. The PAO retains the right to contract for translators/interpreters as appropriate. It is understood by all parties that the work performed by the bilingual speaker provided for under this Section shall not supplant the work of Court Certified Interpreters/Translators. The parties agree to participate in any coalition-wide review of bilingual pay premiums. The goal of the review will be to identify consistent and equitable bilingual work and pay practices. The parties will endeavor to begin and complete this work in 2023 for successor CBA negotiations.

ARTICLE 25: AUTOMATIC VEHICLE LOCATION SYSTEM USE POLICY

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

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

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

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

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

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

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

ARTICLE 26: JOB RECLASSIFICATION

1. Reason:

A. An employee or a group of employees may request a position to be reclassified for the following reasons:

(1) An employee's position is not assigned to the appropriate job classification; or

(2) A significant or gradual change in an employee's on-going duties or responsibilities over a period of at least one-year; or

(3) Reorganization causes the duties of a position to change.

B. An employee is not eligible to submit a reclassification request if it has been less than twelve (12) months since the date of a previous classification determination for the position, or

(1) the employee is on probation; or

(2) the employee is on a Performance Improvement Plan; or

(3) the employee is asking for a reclassification for a special duty position.

C. Group reclassification may be submitted if all employees' positions are in the same classification within the same section of a division. Group reclassifications should be addressed during small table negotiations. Human Resources will evaluate each position individually; therefore, reserving the right to place positions into different classifications, if warranted. Nothing in this paragraph prevents an individual employee from exercising their Section 5 rights under this Article (Reconsideration of a Classification Decision).

2. **Probation Upon Reclassification.** There shall be no probationary period following a reclassification.

3. **Consideration of a Classification Decision.** An employee or a group of employees has thirty (30) calendar days to submit a request for reconsideration of a classification decision to the Human Resources Director. An employee must request reconsideration prior to filing an appeal. Failure to request reconsideration to the Human Resources Director in thirty (30) calendar days shall be considered as acceptance of the reclassification decision. A group may fill out one request for all included individuals, or one or more of the employees may submit individual requests for reconsideration.

4. **Appeal of a Classification Reconsideration Decision.**

A. An employee or a group of employees has thirty (30) calendar days to appeal the reconsideration decision. The timeline would begin from the date of the verification of receipt outlined in Section 5 above.

B. The employee or a group of employees may appeal the decision to the designated three person panel composed of one member from Compensation and Classification Services (CCS), one member of PAO Management or Human Resources

and one member of the labor-side of the Labor-Management Committee. Please note: The panel designees from management and labor should not be directly managing or representing the employee(s) seeking an appeal. The appeal shall be filed in writing to the Human Resources Director in order to initiate this process. Once initiated, the designated panel would convene a meeting in a similar manner to how classification reconsideration panels are presently conducted. This is an informal process that will allow the employee to present information that they believe shows that the majority of the work they are currently performing is the work of a different classification than the one they were reclassified to. If management presents any information to the panel, it would be in this meeting, in the presence of the employee to allow the employee to a) know management's position, and b) to rebut what is presented by management. The panel's decision would be final.

C. Failure to submit an appeal to the Human Resources Director for panel consideration within thirty (30) calendar days shall be considered as acceptance of the reconsideration decision.

5. **Notification of Reclassifications and Requests.** The Union shall be notified of any and all reclassification requests and/or decisions impacting their bargaining units.

ARTICLE 27: DURATION

This Agreement and each of its provisions shall become effective upon complete ratification by the parties and shall continue in force and effect from January 1, 2021 through December 31, 2024.

The effectiveness of this Agreement is expressly dependent on the consummation by all formal requisite means of the parallel Agreement between the Union and King County.

APPROVED this

Daniel T. Satterberg 8/7/2022

DANIEL T. SATTERBERG

Prosecuting Attorney

John Searcy 8/16/2022

JOHN SCEARCY

Secretary-Treasurer

Teamsters Local No. 117

Coalition Labor Agreement (CLA) - Appendix 155
Agreement Between King County
And
International Brotherhood of Teamsters Local 117
Prosecuting Attorney's Office

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Master Labor Agreement (CLA) - Appendix 155
Agreement Between King County
And
International Brotherhood of Teamsters Local 117
Prosecuting Attorney's Office

These articles constitute an Agreement, terms of which have been negotiated in good faith, between King County (the County) and Teamsters Local 117 (the Union) representing employees in the Prosecuting Attorney's Office (PAO). This Agreement was entered into for the purpose of setting forth the mutual understandings of the parties regarding wages and related matters that are within the legal jurisdiction of the County.

ARTICLE 1: PURPOSE

The intent and purpose of this Agreement is to promote the continued improvement of the relationship between the County and the employees by providing a uniform basis for implementing the right of public employees to join organizations of their own choosing, and to be represented by such organizations in matters concerning their wages and directly wage-related employment matters. Non-wage-related matters are covered in a separate but parallel Agreement between the King County Prosecutor (the Prosecuting Attorney) and the Union. It is expressly understood by the parties that both Agreements are to be construed together.

ARTICLE 2: UNION RECOGNITION MEMBERSHIP AND D.R.I.V.E

Section 1. Recognition and Union Security. The County recognizes the Union as the exclusive bargaining representative for wage and wage related matters (e.g., insured benefits and paid leaves) of those regular, probationary and term-limited temporary employees, as defined in King County Code (KCC) 3.12.010, whose job classifications are listed in wage Addendum A and B (as more particularly described therein), and made a part hereof by this reference. It is understood and agreed that the terms and/or conditions of this Agreement shall not be applicable to short-term temporary employees, work study students and administrative student interns.

Section 2. Voluntary Payroll Deduction for Political Contributions - Democratic, Republican, Independent Voter Education (D.R.I.V.E.). The County agrees to deduct from the paycheck of all employees covered by this Agreement voluntary contributions to D.R.I.V.E. D.R.I.V.E. shall notify the County of the amounts designated by each contributing employee that are

1 to be deducted from their paycheck on a weekly basis for all weeks worked. The phrase "weeks
2 worked" excludes any week other than a week in which the employee earned a wage. The County
3 shall transmit to D.R.I.V.E. National Headquarters on a monthly basis, in one check the total amount
4 deducted along with the name of each employee on whose behalf a deduction is made, the
5 employee's social security number and the amount deducted from the employee's paycheck. The
6 International Brotherhood of Teamsters shall reimburse the County annually for the County's actual
7 cost for the expenses incurred in administering the weekly payroll deduction plan.

8 **ARTICLE 3: RIGHTS OF MANAGEMENT**

9 The management of the PAO and the direction of the work force is vested exclusively with
10 the Prosecuting Attorney subject to the terms of this Agreement. All matters not specifically and
11 expressly covered or treated by the language of this Agreement may be administered for its duration
12 by the Prosecuting Attorney in accordance with such policy or procedures as the Prosecuting
13 Attorney from time to time may determine; provided, that the Prosecuting Attorney will fulfill any
14 statutory obligation to bargain.

15 **ARTICLE 4: HOLIDAY ELIGIBILITY**

16 ***Section 1. Designated Holidays.*** Benefit eligible employees shall be granted the following
17 holidays with pay as provided in the CLA, Article 10, except as modified below:

18 ***Section 2. Prorated and Alternate Work Schedule Holiday Accrual.*** Holiday benefits for
19 full-time and, part-time employees will be established based upon the ratio of hours to the
20 employee's regularly scheduled work day (not including overtime). For example: If a part-time
21 employee normally works four (4) hours per day in a unit that normally works eight (8) hours per
22 day, then the part-time employee would be granted four-eighths of the holiday benefit allowed a full-
23 time staff member. FLSA non-exempt employees on flex or alternative work schedules shall be
24 allowed to adjust their schedules during a holiday week so as to be eligible for the holiday pay.
25 Employees on alternative work schedules/flextime (working nine days in ten) who take holiday time
26 off in excess of the eight (8) hours a holiday provides (or pro-rated portion of eight (8) hours for part-
27 time employees) shall make up the difference by working or, using accrued vacation time or
28 compensatory time.

Section 3. Work on Holidays. Work may only be performed on a holiday with the PAO's approval or at the PAO's direction. Work performed on holidays shall be paid at the contractual overtime rate, as defined below, in addition to the regular holiday pay.

ARTICLE 5: VACATION LEAVE

Section 1. Vacation Accrual. Benefit eligible employees shall receive vacation benefits as provided in the CLA, Article 9 and 32, except as indicated below:

Beginning With Year	Ending With Year	Months of Service	Vacation Accrual Rate	Approximate Days Accrued Per Year (based on 2080 hours)
0	2	000 thru 024	0.0462 X Basis Hours	12
3	3	025 thru 036	0.0500 X Basis Hours	13
4	5	037 thru 60	0.0577 X Basis Hours	15
6	6	61 thru 72	0.0615 X Basis Hours	16
7	8	73 thru 96	0.0654 X Basis Hours	17
9	10	97 thru 120	0.0693 X Basis Hours	18
11	12	121 thru 144	0.0769 X Basis Hours	20
13	17	145 thru 204	0.0808 X Basis Hours	21
18	18	205 thru 216	0.0847 X Basis Hours	22
19	19	217 thru 228	0.0885 X Basis Hours	23
20	20	229 thru 240	0.0924 X Basis Hours	24
21	21	241 thru 252	0.0962 X Basis Hours	25
22	22	253 thru 264	0.1001 X Basis Hours	26
23	23	265 thru 276	0.1039 X Basis Hours	27
24	24	277 thru 288	0.1077 X Basis Hours	28
25	25	289 thru 300	0.1116 X Basis Hours	29
26	99	301 and up	0.1154 X Basis Hours	30

Section 2. Prorated Accrual for Part-Time Employees. Vacation accrual, including maximum vacation accrual, for part-time employees will be prorated based on the employee's

regularly scheduled work day, (not including overtime). For example: If a part-time employee normally works four (4) hours per day in a unit that normally works eight (8) hours per day, then the part-time regular employee would be granted four-eighths of the vacation benefit allowed a full-time staff member with an equivalent number of years of service.

Section 3. Vacation Carryover and Forfeiture. Employees hired on or before December 31, 2017, may carry over a maximum of 480 hours for full-time employees, and employees hired on or after January 1, 2018, may carry over a maximum of 320 hours for full-time employee from one calendar year to the next. Part-time employees maximum vacation leave carry over shall be prorated to reflect his or her normally scheduled work day. Employees must use vacation leave in excess of the maximum accrual amount on or before the last day of the pay period that includes December 31 of each year.

Section 4. Vacation Cash out. Part-time employees will be paid for unused vacation credits prorated to reflect their normally scheduled work day.

ARTICLE 6: SICK LEAVE

Section 1. Accrual. Benefit eligible employees shall accrue sick leave benefits as provided in the CLA, Article 31, except as modified below.

Section 2. Sick Leave Administration. PAO management is responsible for the proper administration of the sick leave benefit.

ARTICLE 7: LEAVES OF ABSENCE

Section 1. Bereavement Leave. As provided in the CLA, Article 8.

Section 2. Shared Leave. See PAO's working conditions contract.

Section 3. Jury Duty. As provided in the CLA, Article 5.

Section 4. Military Leave. As provided in the CLA, Article 2.

Section 5. Organ Donor Leave. See CLA, Article 36

Section 6. Subpoena Leave. A subpoenaed employee will receive paid administrative leave to appear as a witness in a court or administrative hearing that is work-related, provided that the litigation does not involve a claim by the employee against the County.

Section 7. FMLA/KCFML. As provided in the CLA, Article 11.

ARTICLE 8: WAGE RATES

Section 1. Wage Classifications and Ranges. Wage rates shall be in accordance with the job classifications and wage ranges in Addenda A and B. The ranges in Addenda A and B are on the King County Squared Table.

Section 2. Shift Differential. Shift differentials for employees in the listed classifications shall be as follows:

Employees in such classifications who have not less than four (4) hours of their regular work shift falling between the hours of 4:30 p.m. and 7:30 a.m., shall receive compensation in addition to their base rate of pay for all scheduled hours worked during such shift at the rate of fifty five cents (55¢) per hour; provided, that said additional compensation shall not apply to periods of paid absence such as holidays, vacation or sick leave, and overtime pay.

Section 3. Bilingual Premium: The County agrees to pay \$50 per month for a bilingual premium pursuant to the terms of the parallel working conditions agreement. The parties agree to participate in any coalition-wide review of bilingual pay premiums. The goal of the review will be to identify consistent and equitable bilingual work and pay practices. The parties will endeavor to begin and complete this work in 2023 for successor CBA negotiations.

Section 4. Western Conference of Teamsters Pension Trust. The Employer agrees to continue to pay into the Western Conference of Teamsters Pension Trust (WCTPT) twenty five cents (25¢) per compensated hour on behalf of each bargaining unit member who completes or has completed two (2) or more years of service in the PAO. The PAO will continue to deduct twenty five cents (\$0.25) per hour from the wages of each eligible employee and pay that money into the WCTPT for the employee's first two years of qualifying employment with the PAO. If state or federal law requires the PAO to deduct from or make payments with respect to the contributions required hereunder, such contributions shall be reduced accordingly. To this end, the parties agree to execute such documents effectuating this undertaking as may be necessary to give force and effect to the PAO's agreement herein.

ARTICLE 9: OVERTIME

Section 1. Overtime Eligibility. Contractual daily overtime shall be paid to 40-hour per week

employees who work more than their regularly scheduled workday at the Contractual Overtime Rate in effect at the time the overtime work is performed. Employees who work less than 40-hours per week shall be paid contractual daily overtime for all hours worked beyond the standard number of daily hours for the office, which is an 8-hour workday, or work group if applicable (e.g., if an employee's work group is predominately on a 4/10 schedule, the daily overtime threshold shall be the same as their work group at 10 hours). The daily overtime threshold for each employee working less than a 40-hour workweek shall be determined at the time their work schedule is approved or modified.

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

All hours compensated shall be considered hours worked.

The Contractual Overtime Rate for each overtime hour worked shall be one and one-half times the combined amount of the employee's hourly base rate of pay, as specified in the Addendum A and B wage tables, plus any applicable hourly pay premiums in effect at the time the overtime is worked that are contractually required to be included when calculating the Contractual Overtime Rate. If the Fair Labor Standards Act (FLSA) requires a higher rate of pay for any overtime hours worked, the employee shall be paid the higher rate of pay pursuant to the FLSA.

Overtime work may only be performed with the PAO's approval or at the PAO's direction.

Section 2. Statutory Minimum. If any provision of this article conflicts with minimum standards established by RCW 49.46 as amended, then that provision shall be automatically amended to provide the minimum standards.

ARTICLE 10: INSURED BENEFITS, HRA AND VEBA

As provided in the CLA, Article 25.

ARTICLE 11: MISCELLANEOUS

Section 1. Reimbursement for Personal Transportation. As provided in the CLA, Article 24.

Section 2. Transportation Benefits. As provided in the CLA, Article 34.

ARTICLE 12: GRIEVANCE PROCEDURE

As provided in the CLA, Article 26.

ARTICLE 13: EQUAL EMPLOYMENT OPPORTUNITY

The Employer or the Union shall not unlawfully discriminate against any individual with respect to wages or directly wage related matters because of race, color, religion, national origin, age, sex, marital status, sexual orientation or identity, or disability.

ARTICLE 14: SAVINGS CLAUSE

As provided in the CLA, Article 30.

ARTICLE 15: WAIVER CLAUSE

The parties acknowledge that each has had the unlimited right within the law and the opportunity to make demands and proposals with respect to any wage or directly wage related matter deemed a proper subject for collective bargaining. The results of the exercise of that right and opportunity are set forth in this Agreement. Therefore, the County and the Union, for the duration of this Agreement, each agree to waive the right to oblige the other party to bargain with respect to any subject or matter not specifically referred to or covered by this Agreement.

ARTICLE 16: WORKING OUT OF CLASSIFICATION

As provided under the CLA, Article 33 and PAO Working Conditions Article 15.

ARTICLE 17: INTRACOUNTY TRANSFER

An employee of the County who transfers to the PAO subsequent to commencement of work with the County shall, for purposes of computing employee benefits set forth in KCC 3.12 (i.e., holidays, vacations, sick leave, family care or death, leave of absence without pay, training, time off for examinations, military leave of absence, retirement and unemployment compensation), be entitled to benefits in accordance with their starting date of employment with the County and not for the time they began in the PAO. (For parallel provision, see Prosecuting Attorney Agreement, Article 17.)

ARTICLE 18: PARKING

Parking shall be in accordance with the CLA Article 45.

For International Brotherhood of Teamsters Local 117:

DocuSigned by:



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John Searcy

Secretary-Treasurer

For King County:

DocuSigned by:



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Sasha P. Alessi

Labor Manager

Office of Labor Relations

cba Code: 155**Union Code: F4****SALARY SCHEDULES**

Effective 1/1/2021 wages shall be as follows:

Regular schedule 40-hour per week Addendum A:

Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range*
6300100	636101	Legal Administrative Professional I	38
6300200	636201	Legal Administrative Professional II	44
6300300	636301	Legal Administrative Professional III	46
4203400	423401	Legal Administrative Professional III - Records Lead	48
4204100	424101	Legal Secretary	44
6216200	623501	MDOP Victim Advocate	50
6214100	623102	Paralegal I	49
6214200	623601	Paralegal II	51
0007275	007275	Project/Program Manager II – PAO	58
6216100	623302	Victim Advocate	50
4410100	422401	Word Processing Operator	42
* For rates, please refer to the King County Squared Salary Table			

Regular schedule 40-hour per week Addendum B:

Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range*
0007307	007307	Application Developer – PAO	60
0007304	007304	Application Developer Sr. – PAO	65
0007286	007286	Desktop Support Specialist – PAO	55
007287	007287	Desktop Support Specialist Sr. – PAO	57
007253	007253	Desktop Support Specialist Lead – PAO	59
* For rates, please refer to the King County Squared Salary Table			

Salary Step Key:

Entry	= Step 1
Upon completion of probation if hired into Step 1	= Step 2
First Anniversary ¹	= Step 3
Second Anniversary	= Step 4
Third Anniversary	= Step 5
Fourth Anniversary	= Step 6
Fifth Anniversary	= Step 7
Sixth Anniversary	= Step 8
Seventh Anniversary	= Step 9
Eighth Anniversary	= Step 10

Wage Step Provisions:

New Employees: New employees shall be hired at Step 1 of their respective pay range or at a higher step at management's discretion. Experience shall be considered in determining proper step placement. Employees hired into a position at Step 1 shall advance to Step 2 upon successful completion of the probationary period. Employees shall automatically advance to the next salary step on their anniversary date. For employees hired into Step 1 of their current position, the anniversary date shall be the date upon which the employee successfully completed the probationary period.

Salary on Promotion: An employee who is promoted will be placed either in the first step of the new salary range or at a step which is the equivalent of two (2) steps (approximately five percent (5%)) more than the employee's former step, whichever is greater, but not to exceed the top step of the new range.

Salary on Position Reclassification: As provided in the CLA, Article 14.2 and 14.4.

¹ For purposes of step advancement on the salary range, the anniversary date for an employee hired into their current position at Step 1 shall be the date upon which the employee successfully completed the probationary period.

WEINGARTEN RECOMMENDATIONS TO EMPLOYEES¹

The Union recommends employees take the following steps to protect their jobs²:

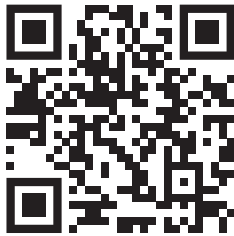
1. If you are asked to attend a meeting with management which you believe may lead to discipline, ask to have a Union steward present. If possible, notify the steward or other Union official of the meeting immediately. When in doubt, ask management whether or not anything said at the meeting could lead to disciplinary action.
2. If you are unable to obtain representation before entering the meeting, you should:
 - a. Ask whether you are free to leave the room if you choose to do so;
 - b. Ask whether anything said at the interview could lead to disciplinary action or discharge;
 - c. If so, ask that (1) a Union representative be contacted and brought to the meeting place before any questioning occurs, and (2) you be permitted to speak to the Union representative in private prior to the questioning;
 - d. If a Union representative is unavailable, ask that the meeting be postponed until a Union representative can be present;
 - e. In the event the employer nonetheless insists on proceeding with the meeting, ask that a fellow employee whom you trust be brought to the meeting to act as a witness.

If the Employer denies any or all of you the foregoing requests, the Union recommends that you comply with their demands, including answering their questions. However, you should state that you are doing so only under protest.

¹ These recommendations do not apply when an employee faces possible criminal charges. Such employees should obtain the advice of an attorney.

² These recommendations are not appropriate in some industries and should be tailored to reflect contract and internal Union procedures.

TEAMSTERS 117 MEMBER FORMS



www.teamsters117.org/member_forms

Please follow the link or scan the QR code with your mobile phone camera app if:

- You are new to the Union to fill out your Teamsters 117 Member Application.
- You moved or need to update your contact information with the Union.
- You need to designate or change the beneficiary for your Union-paid life insurance.