

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 (461)
JOINT UNITS AGREEMENT**

Term of Agreement

January 1, 2026 - December 31, 2028

**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 employee's 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

Comprehensive leave eligible employees may use up to three days (based on hourly schedule) 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 employees in any bargaining unit that has the ability to donate more or less 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, Benefit Time (BT) or Extended Sick Leave (ESL), 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 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.

A. An emergency medical leave donation program shall be activated or deactivated at the County's discretion based on the county's current need for such a program and consistent with requirements of federal tax law. When active, 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. The County will provide 30-day written notice to the Coalition Co-Chairs of their decision to deactivate or reactivate the program and, if the Coalition requests, the opportunity to bargain the impacts.

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. Comprehensive leave eligible employees may 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. If an employee is taking PPL intermittently, the six months begins after the last day the employee used PPL. This does not apply to an employee whose employment ends involuntarily, such as if the employee is laid off or medically separated.

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. An employee whose position is scheduled to end in a timeframe that would not enable the employee to return to work for six months following the leave, is not entitled to take PPL. 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.

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 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

10.2. Day of Observance. *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.

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.

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

10.3. Holiday Off on Regularly Scheduled Workday. All employees shall take holidays off on the day of observance using holiday leave, unless their work schedule requires otherwise for continuity of services, as determined by the County. Whenever a holiday occurs during a comprehensive leave eligible employee's regularly scheduled workday, and they receive the day off, the employee will receive compensation that reflects their regularly scheduled workday for that holiday.

10.4. Pay for Holidays Worked. Whenever a holiday occurs on a full-time comprehensive leave eligible employee's scheduled workday and they work that day, such employee will receive eight (8) hours holiday pay, *unless otherwise provided in an Appendix*. Employees assigned to an alternative work schedule, other than a 5/8 schedule, will receive no more than a maximum of eight (8) hours holiday pay when the observed holiday falls on their scheduled workday and they work that day, *unless otherwise provided in an Appendix*. Eligible part time employees will receive the holiday pay on a pro rata basis.

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

10.5. Holiday Pay on Scheduled Day Off. 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. FLSA overtime eligible employees who are given a deferred holiday shall receive compensation for that day that reflects their regularly scheduled workday.

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

10.6. Two Personal Holidays. Annually, comprehensive leave eligible employees shall receive two eight (8) hour 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. Leave added to the vacation bank will be subject to all of the same provisions as accrued vacation contained throughout this Agreement.

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 (WAPFML), 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 ~~90 days~~ ^{9/29/25} 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 KCFML 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.

11.4. To ensure that employees receive all protected leave they are entitled to while maintaining their salaried status; FLSA-exempt employees will remain FLSA-exempt while on intermittent FMLA/KCFML, but will be required to deduct all full and partial day FMLA/KCFML-related leave from their paid leave bank(s) and their FMLA/KCFML hours. If an FLSA-exempt employee's leave banks are depleted, the employee will continue to reduce the employee's FMLA/KCFML hours, and the employee will be unpaid for partial-day FMLA absences only. The employee will continue to be paid for other partial-day absences. Eligibility for and use of executive leave is not affected by this provision. Executive leave will continue to be used only in whole-day increments.

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 offer a Professional Development Fund to finance a Career Development Scholarship Program that is available to King County Career Service and/or Regular employees represented by the Coalition. The County will fund the Program with \$250,000 on January 1st of each year of the contract. 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 27; SEP Associate II (#4220200) - KC Squared Table Wage Range 32; SEP Associate III (#4220300) - KC Squared Table Wage Range 35; and SEP Park Specialist (#4220000) - KC Squared Table Wage Range 35.

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 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 Compensation and Classification Services in the Department of Human Resources.	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. Additional discretionary steps may not be awarded. Pay may not exceed Step 10 unless the employee is already receiving merit-over-top. If pay includes merit-over-top, pay is calculated using the merit-over-top amount and may result in merit-over-top upon reclassification.
Same pay grade	Start of the pay period following	The step of the pay range

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

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 in accordance with the terms of the Appendix or Executive Leave, Pay and Leave Practices for Exempt Employees Policy.

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 an existing 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 29-day working-out-of-class assignment or 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 special duty rotation provisions in the Professional and Technical Employees, Local 17 Public Health and Professional and Technical Employees Appendix will still apply (CBA Code 060).

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 (e.g., 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	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. 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.	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.

18.4. When an employee is not selected for a position, they shall be notified in writing following completion of the recruitment process. If an employee requests a meeting for feedback after the recruitment process is complete, human resources will meet with the employee to review the process and provide feedback on how to improve as a candidate and/or offer resources to better prepare for future recruitments. Any grievance remedies relating to alleged violations under Article 18.4 shall be limited only to providing an opportunity for the employee to solicit and to receive feedback. In no instance shall a remedy result in a reposting or placement of an employee who applied and was not selected for the position.

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

If the Department of Human Resources has the information in the employee records, it 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, work, and/or cell phone number

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

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 and Timelines. 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. 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.

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

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

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

(3) The provisions of this Article will not apply to appointed, 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.

26.4. 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. If an employee also has access to the Personnel Board for adjudicating a disciplinary or reclassification grievance, 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.

A. 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.

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

C. 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.

D. 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.

A. 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.

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

C. 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

A. 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.

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

C. 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.

A. 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), Federal Mediation and Conciliation Services (FMCS), or the American Arbitration Association (AAA). If the FMCS or AAA options are utilized, and the selected arbitrator's principal place of business is not in Washington, Oregon, California, Idaho, Nevada, Utah, Montana, or Wyoming, the parties shall conduct the arbitration remotely. 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.

B. 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.

C. 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.

D. 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.

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 26.3.A). 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, Ombuds) 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 and Cost of Living Increases (GWI and COLA).

A. All eligible employees who are represented by Unions signatory to this Agreement shall receive a general wage increase (GWI) of 3.75% effective January 1, 2026.

B. All eligible employees who are represented by Unions signatory to this Agreement shall receive a general wage increase (GWI) of 3.75% effective January 1, 2027.

C. In addition to the wage increase for 2026 and 2027, there will be one cost-of-living adjustment (COLA) effective January 1, 2028.

D. The COLA formula will be 95 percent of the average growth rate of the six prior bi-monthly year-over-year percentages in the Seattle-Tacoma-Bellevue Consumer Price Index for Urban Wage Earners and Clerical Workers (All Items, base period 1982-84=100) (CPI-W) through June of the year prior to the year in which the COLA will be applied. For example, the wage adjustment for January 1, 2028, shall be calculated as the average of the year-over-year percentages from the August 2026, October 2026, December 2026, February 2027, April 2027, and June 2027 values of the CPI-W.

Regardless of the result calculated using this formula, the 2028 COLA shall not be more than 4% and shall not be less than 3%.

29.2. Ratification Bonus. Effective upon the first day of the first full pay period following the effective date of the ordinance, which is ten days following the King County executive's approval signature, or January 1, 2026, employees will be eligible to receive a one-time \$1500 ratification incentive. This ratification incentive will only be paid to employees per the terms of eligibility reflected in the Compensation Settlement for Implementation of Retroactive Increases MOA. The County reserves the right to reopen this section to continue bargaining over a ratification incentive for any bargaining units who do not reach successful ratification of this

successor CLA and execute a fully signed appendix agreement by or before September 26, 2025. Additionally, the County reserves the right to transmit the CLA through the full ratification process, along with all appendices that have been ratified and executed by September 26, 2025, and implement those agreements.

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. 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 eligible hour in paid status, excluding overtime and excluding the use of donated leave pursuant to Article 6, up to a maximum of 3.6928 hours per bi-weekly pay period for employees on a standard full-time 80 hour bi-weekly schedule, unless additional sick leave accruals are required by law. 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, except as listed below.

A. Short-term temporary employees shall accrue sick leave at the rate of 0.025

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

hours for each hour in pay status. Short-term temporary employees may carry over 40 hours of unused sick leave to the following calendar year. At the end of the pay period that includes December 31, all accrued sick leave over 40 hours will be forfeited.

B. Sick leave accrual rates for a comprehensive leave eligible employee who works other than a standard full-time 80 hour bi-weekly schedule shall receive prorated accruals based on their normally scheduled work week.

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

D. An employee is not entitled to use sick leave until the first day following the pay period in which it was accrued.

31.2. Separation from or termination of County employment except by reason of retirement 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 within 12 months, that employee is entitled to restoration of the sick leave balance that was not cashed out. A retiree who returns to work will not be entitled to any cash out of their restored sick leave balance when they leave County employment.

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, or after the declaration of an emergency by a local or state government or agency, or by the federal government.
 - 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.
 - G.** To allow the employee to prepare for, or participate in, any judicial or administrative immigration proceeding involving the employee or employee's family member.
- 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.
 - E.** Any individual who regularly resides in the employee's home or where the relationship creates an expectation that the employee care for the person, and

that individual depends on the employee for care.

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.

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 accrue vacation leave benefits for each hour in paid status excluding overtime and excluding the use of donated leave pursuant to Article 6, as follows:

Months of Service	Current Hourly Accrual Rate	Approximate Days/Year	Maximum Hours Per Bi-Weekly Pay Period
0	0.05384	13.9984	4.307
48	0.05770	15.00200	4.616
96	0.06160	16.01600	4.928
120	0.07700	20.02000	6.160
192	0.08080	21.00800	6.464
204	0.08470	22.02200	6.776
216	0.08850	23.01000	7.080
228	0.09240	24.02400	7.392
240	0.09620	25.01200	7.696
252	0.10010	26.02600	8.008
264	0.10390	27.01400	8.312
276	0.10780	28.02800	8.624

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

288	0.11160	29.01600	8.928
300	0.11540	30.00400	9.232

Nothing in this Section is intended to supersede the vacation accrual tables/vacation caps in Appendices for Prosecuting Attorney's (CBA Codes 155 and 370), Department of Public Defense (CBA Codes 462 and 465), WSCCCE, Council 2 CASA (CBA Code 458), and 446 Maritime Coalition.

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 a comprehensive leave eligible employee who works other than the full-time schedule standard for their work unit shall receive prorated accruals based on their normally scheduled work 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 beginning on the first day of the pay period following the pay period in which it was 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. When a current employee dies with accrued vacation leave and the employee 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, is laid off, or is separated for nondisciplinary reasons from a full-time regular or part-time regular position and subsequently returns to County employment within two years from the resignation, layoff, or nondisciplinary separation, 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 ten (10) 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 for more than ten (10) 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: EQUAL EMPLOYMENT OPPORTUNITY

38.1. 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.

38.2. Allegations of unlawful discrimination or alleged violations of this Article shall not be a proper subject for adjudication under the grievance arbitration procedure. Alleged violations of discrimination standing alone may be advanced to Step 3 of the grievance procedure and may not be advanced to arbitration. Such grievances that are not resolved or withdrawn may be referred by the grievant to the appropriate government agency. Grievances in which allegations of discrimination or violations of this Article are a component, and not the sole alleged violation, may otherwise be subject to arbitration. However, the allegation of discrimination shall be barred from advancement to arbitration and may be referred by the grievant to the appropriate government agency, while the grievance and remaining alleged violations may be advanced to arbitration.

ARTICLE 39: TELECOMMUTING

39.1. 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.

39.2. 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 40: BILINGUAL PAY

40.1. Bilingual Pay Position Designation. Effective prospectively upon ratification and implementation of the CLA, the County at its sole discretion will determine whether the use of one (1) or more specific non-English language or American Sign Language (ASL) is desired or required for specific job duties and positions. Employees in such designated positions are eligible to receive bilingual pay premiums as defined below. The County may end or modify the assignment of job duties and/or the designation of a position that qualifies for bilingual pay premiums at any time, which will result in the immediate termination of the bilingual pay premium. Any employee deemed ineligible for a bilingual premium shall not be required to provide bilingual services.

40.2. Employee Eligibility and Pay Premiums. Employees in bilingual pay premium eligible positions must demonstrate sufficient language proficiency in the target language as determined by the County. Employees may be required to successfully retest their language proficiency at any time. Job classifications that have core interpreter/translator functions (e.g., Medical Interpreter/Translator, Public Defense Interpreter, Language Services Specialist) are ineligible to receive bilingual pay premiums. Under no circumstances will an employee receive more than one bilingual pay premium or additional bilingual pay premiums for proficiency in multiple languages. The hourly premium is excluded on all hours compensated but not worked.

A. Bilingual Skills Desired Pay Premium. Eligible employees whose job duties include the “desired” use of one (1) or more specific non-English language or ASL will receive a \$1.00 per hour premium on actual hours worked. Position must have specific non-English language(s) or ASL proficiency indicated as “desired” by the County in the job posting or other written notice for the position.

B. Bilingual Skills Required Pay Premium. Eligible employees whose job duties include the “required” use of one (1) or more specific non-English language or ASL will receive a \$2.00 per hour premium on actual hours worked. Position must have specific non-English language(s) or ASL proficiency indicated as “required” by the County in the job posting or other

written notice for the position.

40.3. Testing. Testing and release will be provided in accordance with Article 44 of the CLA.

40.4. Indemnification. The County shall indemnify employees consistent with King County Code 2.21.060.

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, 2026 through December 31, 2028.

NON-SUPERSEDING CLA ARTICLES

ARTICLE 42: SAFETY GEAR AND EQUIPMENT ALLOWANCE

42.1. Where the division requires employees to wear safety footwear that meets ASTM standards said employees will receive up to total of three hundred seventy-five dollars (\$375.00) 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. All county-provided PPE, and any uniforms authorized by individual appendices, shall include sizing for all genders and body types.

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 fees (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 if release time is necessary during an employee's regular work hours.

44.2. The County will reimburse the Department of Licensing fees associated with 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 be required to pay for parking at the employee parking rates established in the King County Code, as amended, for the Goat Hill and King Street Center garages.

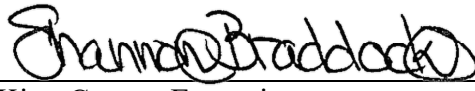
45.2 Employees will be required to pay \$10 per month for parking in the Patricia H. Clark Children and Family Justice Center (CCFJC) parking garage; except, when the employee is using their personal vehicle for County business for the day in which case they shall be reimbursed for the parking cost(s).

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 30th day of October, 2025.

By: 
King County Executive

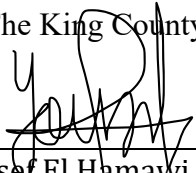
For The King County Coalition of Unions:

 9/29/25
Date
Maria Williams, President/Executive Director
Coalition Co-Chair
Teamsters, Local 117

For The King County Coalition of Unions:

 9/29/25
Date
Michael Gonzales, Senior Business Agent
Coalition Co-Chair
Teamsters Local 174

For The King County Coalition of Unions:

 9/29/25
Date
Youssef El Hamawi, Union Representative
Coalition Co-Chair
Professional and Technical Employees, Local 17

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 classifications shall 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.

3. With respect to wages for Coalition Administrative Support Positions, the parties historically utilized the same process as was agreed to in the September 30, 2008 "Ground Rules for King County Administrative Support Coalition Bargaining" and market surveys conducted for those negotiations were 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

4. This Agreement shall remain in effect through December 31, 2028.

**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. Union 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 effective January 1, 2026 (“Contract Settlement GWI”) shall be made to all employees represented by the Coalition of Unions whose bargaining units are signatory to the Coalition Labor Agreement (CLA) at the time of full ratification. Retroactivity will be issued in the following manner:

A. Retroactivity will be issued to all employees who are employed by the County in a bargaining unit signatory to this agreement on the first day of the first pay period following full and final ratification of the CLA.

B. 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.

C. The County shall not make any post-hire adjustments to employees’ salary steps or make Contract Settlement GWI payments based on subsequent collective bargaining settlements or retroactive pay associated with other unions.

2. All other provisions of the 2026-2028 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, which is ten days following the King County executive’s approval signature, 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 2026 retro pay eligible earnings consistent with the pay codes that were adjusted by the GWI when the 2021-2024 collective bargaining 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.

4. Ratification Incentive. Pursuant to Article 29.2 of this Agreement, employees will be eligible to receive a one-time \$1500 ratification incentive. Eligibility for the ratification incentive is as follows:

A. The ratification bonus, less mandatory deductions, will be paid to all active employees who are employed in a base or SDA position represented by the Unions signatory to this Agreement on September 5, 2025, and who are employed with the County remaining in that base or SDA union signatory position on January 1, 2026.

B. Employees who were employed on September 5, 2025, but retire, are laid off, deceased or are medically separated prior to the end of the first pay period following January 1, 2026, shall be eligible to receive the ratification incentive bonus.

C. Employees who resign or are terminated prior to the end of the first pay period following January 1, 2026, shall not receive the ratification bonus.

**Memorandum of Agreement
By and Between
King County
And
The King County Coalition of Unions**

Subject: Bilingual Pay Premium Implementation Agreement

King County (the County) and the King County Coalition of Unions (the Coalition) are parties to a Coalition Labor Agreement (CLA) effective through December 31, 2028. Consistent with King County Code 2.15, the immigration, refugee, and language access ordinance seeks to promote trust and fairness for immigrant communities within King County.

This Memorandum of Agreement (Agreement) by and between the County and the Coalition (collectively the parties), shall be binding collectively upon ratification and implementation of the CLA. The parties intend this Agreement to resolve fully and finally all actual and potential disputes related to and arising out of the implementation of a CLA-wide bilingual pay premium.

Background:

1. The parties bargained for a prospective bilingual pay premium (CLA Article 40) intended to replace existing, outdated bilingual pay provisions for consistency and standardization across all CLA bargaining units.

2. The parties believe there are approximately 180 employees throughout CLA bargaining units who currently receive a bilingual pay premium of some kind. The following represents the parties' agreement on the terms of implementation for such employees to be designated and paid a bilingual pay premium consistent with the new CLA Article 40.

Agreement:

1. Pursuant to the CLA Article 40, the County at its sole discretion will determine whether the use of one (1) or more specific non-English language or American Sign Language (ASL) is desired or required for specific job duties and positions. The County may end or modify the assignment of job duties and/or the designation of a position that qualifies for bilingual pay premiums at any time, which will result in the immediate termination of the bilingual pay premium. Any employee deemed ineligible for a bilingual pay premium shall not be required to provide such services.

2. Within 60 days of the effective date of this MOA, the County will provide a list of employees who are currently receiving a bilingual pay premium and a designation of whether their position is designated as desired or required to use of one (1) or more specific non-English language or ASL to the Coalition. The County will then notify those employees of their position

designation and eligibility for the respective pay premium as defined in the CLA Article 40. The County will work with the Coalition on a communication plan roll out.

3. Employees whose positions are not designated as desired or required pursuant to this Agreement may submit a request to their supervisor to be considered eligible for a bilingual pay premium within 60 days of the Coalition's receipt of the final list with designations. The County will respond to individual requests in a timely manner.

Job classifications that have core interpreter/translator functions (e.g., Medical Interpreter/Translator, Public Defense Interpreter, Language Services Specialist) are ineligible to receive additional bilingual pay premiums. As part of the implementation of the new bilingual pay, employees currently receiving a bilingual premium will continue to be eligible, unless the employee is unable to meet the proficiency testing standards.

4. Employees whose positions are designated as desired or required during this implementation phase may decline the designation and shall be ineligible to receive bilingual pay premiums except employees whose positions were designated as bilingual required at the time of hire may not decline the designation.

5. Employees may be required to successfully test their language proficiency to be eligible for bilingual pay premiums following this designation. Employees who do not demonstrate proficiency will not be eligible for bilingual pay premiums and shall not be required to provide such services.

6. This Agreement is effective upon ratification and implementation of the CLA successor agreement and shall expire 30 days after all designations have been made under Sections 2 and 3 above, unless extended by mutual agreement of all parties.

7. This Agreement does not constitute a practice or precedent and cannot be used by either party in any matter or proceeding, except for the purpose of enforcing the Agreement itself.

For the Coalition of Unions:



Maria Williams
Coalition Co-chair

9/29/25

Date



Michael Gonzales
Coalition Co-chair

9/29/25

Date

For King County:



Angela Marshall
Interim Director, Office of Labor Relations
King County Executive Office

9/29/25

Date

Coalition Labor Agreement (CLA) - Appendix for 461
Agreement Between King County
And
Teamsters Local 117
Joint Units Agreement

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Coalition Labor Agreement (CLA) - Appendix for 461
Agreement Between King County
And
Teamsters Local 117
Joint Units Agreement

These articles constitute an agreement, the terms of which have been negotiated in good faith between King County (County) and the Joint Units (Union). This agreement shall be subject to approval by ordinance by the County Council (Council) of King County, Washington.

ARTICLE 1: PURPOSE AND APPLICATION OF COALITION LABOR AGREEMENT

1.1 The purpose of this Agreement, which serves as an Appendix to the Coalition Labor Agreement (CLA) is to promote the continued improvement of the relationship between the County and its employees through their Union. The Articles of this Agreement, hereinafter referred to as the Appendix, along with CLA, set forth the wages, hours, and working conditions for the bargaining unit employees.

1.2 The CLA shall apply to the individual bargaining unit's employees as follows:

1.2.1 The Preamble in its entirety.

1.2.2 All superseding and non-superseding provisions.

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

2.1 Recognition - The County recognizes the Union as the exclusive bargaining representative of all regular, probationary, term-limited temporary and temporary employees whose job classifications are in the work units listed in the attached Appendices.

2.2 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:

2.2.1 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.

2.2.2 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.

2.2.3 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.

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

2.3 Notice of Recognition - The County will require all new employees hired, transferred, or promoted into a position included in the bargaining unit to sign a form which will inform them of the Union's exclusive recognition. One (1) copy of the form will be retained by the County, one (1) copy will be given to the employee and the original will be sent to the Union. The County will notify the Union when an employee leaves the bargaining unit.

2.4 Union Access - Authorized representatives of the Union shall be afforded access to the worksite pursuant to RCW 41.56. The County shall make all reasonable efforts to afford access and the Union shall make all reasonable efforts not to disrupt the normal course of work during site visits.

ARTICLE 3: MANAGEMENT RIGHTS

3.1 General - The Union recognizes the prerogatives of the County to operate and manage its affairs in all respects in accordance with its responsibilities and powers of authority, subject to the terms and conditions of this Appendix.

3.2 Rights Enumerated - Unless modified by this Appendix or the CLA, the County

shall have the right to determine staffing levels and work locations; recruit, examine, hire, appoint, promote, train, layoff, and discipline and discharge regular employees for just cause; direct and assign the work; assign employees to work locations within the division; develop and modify classification specifications; allocate positions to those classifications; allocate employees to those positions; determine work shifts and work schedules; schedule and assign overtime work; establish the methods, means and processes by which work is performed; establish rules; and the right to take whatever actions are necessary in emergencies in order to assure the proper functioning of the work units.

ARTICLE 4: CLASSIFICATIONS AND COMPENSATION

4.1 Wage Rates - The classifications of employees covered by this Agreement and the corresponding rates of pay are set forth within Appendices "A" through "G" which are attached hereto and made a part of this Agreement.

4.2 Step Advancement - A regular employee may be hired at Step 1 of the wage range provided under the appendix covering the classification or above Step 1 as provided under the County's Personnel Guidelines. Upon successful completion of the probationary period, as defined by Article 12.2, for the initial hire into the classification, the employee will move from the initial step hired to the next wage Step in the wage range, if hired at Step 1. If the employee is hired above Step 1, moving to the next Step is at the hiring authority's discretion within the first year after hire. Step increases thereafter will be annually on January 1 following the successful completion of probation, provided the employee had successfully completed probation on or before September 30th. An employee working less than full-time will receive step increases prorated based on the full-time work schedule of the work unit.

4.3 Step on Promotion - A regular employee who is promoted from one classification to a higher paying classification will be placed into the pay step providing no less than a five percent (5%) increase in the employee's base hourly rate of pay, consistent with the rules established by KCC 3.15.130, not to exceed the top pay step of the higher paying classification.

4.4 Temporary Employee Benefits – Temporary employees are not eligible for insured

benefits (e.g., medical, dental, vision, life) or leave benefits, except as provided by law.

However, a temporary employee may be eligible to receive other compensation provided under King County Code, as amended, in the event the employee exceeds the rolling year working hours threshold.

4.5 Temporary/Regular Positions - Temporary employees will not be used to supplant regular positions.

4.6 Lead Assignment - An employee may be temporarily assigned in writing by the manager/designee to perform lead duties. Temporary lead assignments will be a standing agenda item for LMC. The employee will be paid seven and one-half percent (7-1/2%) above the employee's base hourly rate of pay. In the event that the employee works as a lead in excess of twenty-nine (29) continuous days, all compensated hours will be at the higher rate of pay. This provision will be superseded by lead level classifications in the attached appendices, if such classifications have a higher wage rate than the employee's base hourly rate of pay.

4.7 Intermittent Full-Time Employees - Intermittent full-time employees (IFTE) are defined as regular benefited employees in positions performing bodies of work that are expected to last for more than six (6) months but less than twelve (12) months and where those bodies of work are expected to be repeated in consecutive years. The number of IFTEs may vary from year to year based upon funding and operational needs.

4.7.1 The length of employment each year is not guaranteed. At the conclusion of the employment period each year, career service IFTEs are laid off by position.

4.7.2 IFTE employees who are laid off are eligible for recall in inverse order into an IFTE of the same classification for one (1) year from the date of layoff.

4.7.3 Recalled IFTEs will not be required to serve a six (6) month probationary period after their initial probationary period is served. Should an employee not complete the employee's probationary period within the first year, the probationary period will continue if recalled the immediate following year until such time as the six (6) months has been served.

4.7.4 Recalled IFTEs will resume the seniority which they had as of the date they

were laid off, based on previous hours of work in the position.

4.7.5 Recalled IFTEs will have all previous time in the classification as an IFTE apply towards the pay Step advancement, in accordance with the appropriate Appendix of this Agreement.

4.7.6 Recalled IFTEs will have sick leave balances that they have accrued at the time of layoff restored upon reemployment. Recalled IFTEs will have all previous time spent in the classification as a IFTE apply towards vacation accrual rates regardless of whether they have completed probation.

4.7.7 IFTEs do not have a unilateral right to vacant, regular, full-time positions; this includes the Career Support Service process.

4.7.8 IFTEs do not have the right to bump regular, full-time employees even if they have less seniority.

4.7.9 Regular, full-time employees can be recalled to an IFTE position provided they have more seniority than the IFTE.

4.8 Ferry Tickets - Ferry tickets shall be provided for temporary assignments on Vashon Island when the employee is required to report directly to Vashon Island for the entire duration of the temporary assignment.

ARTICLE 5: HOURS OF WORK

5.1 Standard Five-Eight (5-8) Work Schedule - The standard work schedule will consist of five (5) consecutive work days not to exceed eight (8) hours each, exclusive of the meal period and not to exceed forty (40) hours per workweek, Monday through Friday inclusive.

5.1.1 Four-Ten (4-10) Work Schedule - There may be established a work schedule comprising of four (4) consecutive work days of ten (10) consecutive hours each work day exclusive of the meal period and not to exceed forty (40) hours per workweek. An established four-ten (4-10) work schedule will provide for three (3) consecutive days off, one of which will be a Saturday and/or a Sunday.

5.1.2 In the Roads Services Division, the 4-10 summer schedule shall generally

be implemented beginning with the workweek that includes Memorial Day and concludes with the workweek that includes Labor Day. Any deviation from this schedule shall be accompanied with a fourteen (14) day notice from the County or by mutual agreement between the County and the Union.

5.1.3 Additional Work Schedules - By mutual agreement, additional work schedules may be established for each Appendix.

5.2 First Shift - An employee assigned to work on a shift beginning between the hours of 5:00 a.m. and 11:59 a.m. will be considered to be on first shift.

5.2.1 Second Shift Premium - An employee assigned to work on a shift beginning between the hours of 12:00 p.m. and 8:59 p.m. will be paid a shift premium of ten (10) percent of the employee's base hourly rate of pay. An employee who is regularly assigned to the second shift will have all compensable time paid at the higher rate of pay.

5.2.2 Third Shift Premium - An employee assigned to work on a shift beginning between the hours of 9:00 p.m. and 4:59 a.m. will be paid a shift premium of fifteen (15) percent of the employee's base hourly rate of pay. An employee who is regularly assigned to the third shift will have all compensable time paid at the higher rate of pay.

5.2.3 Overtime - The additional hourly compensation (shift premium) paid to employees assigned to second or third shift will not be paid for overtime hours worked by employees who are assigned to first shift.

5.3 Bid Postings - Except in situations where the shift or schedule was established pursuant to the Alternative Work Arrangement Policy, all newly established or changed regular work schedules (days of work), shifts (hours of work) and vacant positions in the work unit will be posted on work site bulletin boards. Employees within the specific classification in the affected work unit will have the opportunity to bid by seniority order for the work schedule, shift or vacancy. Absent adequate interest, the County may assign employees within the classification in the affected work unit to the remaining work schedules, shifts or vacancies by using inverse seniority order. Changes to work schedules or shifts will normally require a fourteen (14)

calendar days notice to affected employees. Work units are defined in each Appendix.

5.3.1 Altering of Work Schedule - No employee will have their work schedule altered for the purpose of avoiding the payment of overtime except when an employee bids for such change as provided in Section 5.3. No employee will be required to work on their scheduled day off in lieu of the employee's scheduled workday. An employee will not receive overtime pay for working on Saturday and/or Sunday if the day(s) are part of their regular work schedule.

5.4 Temporary Work Schedule and/or Shift Change - The manager/designee may temporarily change an employee's work schedule and/or shift for planned projects, for training and for covering a shift due to an absence or vacancy in accordance with Article 3. Such change will normally require at least fourteen (14) calendar days notice to the employee, except when the County has less than fourteen (14) calendar days notice and the change is made for training or to cover an absence or vacancy.

5.5 Meal and Rest Periods - Pursuant to RCW 49.12.187, the County and the Union agree to specifically supersede in total the Washington State provisions regarding meal and rest periods. While the County will try to provide meal and rest periods during a shift, meal and rest periods may occur at different times due to work requirements, and may be missed due to work emergencies. The employee will be paid for a missed meal or rest period unless otherwise specified in the bargaining unit's attached Addendum.

ARTICLE 6: CONTRACTUAL OVERTIME AND PREMIUMS

6.1 Contractual Daily Overtime - Contractual daily overtime shall be paid to employees who work or are compensated for more than their regularly scheduled workday, inclusive of alternative work schedules, at the contractual overtime rate in effect at the time the overtime work is performed.

6.1.1 Contractual Weekly Overtime - Contractual weekly overtime shall be paid to employees for all hours worked or compensated for in excess of forty (40) hours per FLSA workweek at the contractual overtime rate in effect at the time the overtime work is performed.

6.1.2 Contractual Overtime Rate - 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 wage tables, plus any applicable 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.

6.2 Scheduled overtime work - Scheduled overtime work normally will be offered to

full-time regular, then part-time regular employees prior to all other employees except in those instances where regular employees are not readily available, or when it is an extension of the workday for an employee or work crew, or as provided in an Addendum to this Agreement.

Readily available is defined as the employee not being on a leave status and is present at work or at home when called at the time the overtime work is being scheduled and is in the work unit in which the overtime will be worked.

6.3 Eight (8) Hour Break - An employee who is called in to work prior to their next

regularly scheduled shift and who works no less than twelve (12) hours without at least eight (8) hours break before the start of their next regularly scheduled shift will, upon request, be relieved from working their next regularly scheduled shift. The employee can be directed by the County, for safety reasons, to not work their next regularly scheduled shift. In either of the above instances, the employee will receive overtime pay for all such overtime hours worked, but may receive no pay for the regularly scheduled shift from which the employee was relieved.

6.4 Compensatory Time Off - Compensatory time off will be by written mutual

agreement between the employee and the manager/designee. The request to earn compensatory time off must be initiated by the employee. Compensatory time off is subject to accrual and use in accordance with the Personnel Guidelines. Compensatory time off will be earned under the same conditions as overtime in accordance with Section 6.1. Compensatory time must be used during the calendar year in which it is accrued unless this is not feasible due to work demands.

The employee may then request, and the department director may approve, the carryover of a maximum of 40 hours of accrued compensatory time. Employees will be paid in the pay period that includes December 31 for all accrued compensatory time not carried over into the following year. Compensatory hours that have been carried over must be used within the first quarter of the new calendar year, or will be cashed out in the pay period that includes March 31.

6.5 Overtime Authorization - All overtime will be authorized in advance by the manager/designee in writing, except in emergencies. Saturday and Sunday work will not be considered overtime when it is a regularly scheduled workday for the employee.

6.6 Emergency Work Premium - Emergency work, other than the normal scheduled shift or special schedule and/or shift not enumerated in Articles 5 or 6, will be credited as such and will be compensated at the contractual overtime rate. In the event this overtime work is accomplished prior to the normal working hours and the employee subsequently works their regular shift, the regular shift will be compensated at the employee's base hourly rate of pay. Emergency Work Premium does not apply to employees in Roads or Fleet when placed on Alert Status as specified in the bargaining unit's attached addendum.

6.7 Training Assignment- When an employee has accepted an assignment from management to train another employee(s) for one full day or more, such employee will be paid 7.5% (seven and a half percent) above their hourly base pay for that day or days, under the following conditions:

6.7.1 The employee submits a timely request for training pay under this section. Requests should be submitted consistent with department policies and procedures, and if possible should be submitted within the pay period in which the training time is worked;

6.7.2 Those employees whose primary job duty is training, are not eligible for this premium.

ARTICLE 7: HOLIDAYS

See also CLA Article 10 and the following:

7.1 Holiday Premium Pay - Work performed by a comprehensive leave-eligible

employee on a holiday shall be paid at one and one-half (1-1/2) times the employee's hourly base rate of pay and any applicable pay premiums in effect at the time, in addition to the holiday pay.

7.2 Holidays for 4-10 Employees – An employee on a 4-10 work schedule shall be compensated as provided in the CLA. As an option, and by mutual agreement between management and the employees, employees working a 4-10 work schedule may have their schedule changed to a 5-8 work schedule during weeks which have a holiday.

ARTICLE 8: VACATION USAGE

See also CLA Article 9 and 32 and the following:

8.1 Increments of Use - Vacation leave may be used in one-quarter (1/4) hour increments at the discretion of the manager/designee.

ARTICLE 9: SICK LEAVE

See also CLA Article 11 and 31 and the following:

9.1 Partial Day Increments - Sick leave may be used in the same increments in which employees are paid.

9.2 Unlimited Accrual - There will be no limit to the hours of sick leave benefits accrued by a leave eligible employee.

9.3 Pay upon Separation – As provided by the CLA Article 25, except as modified by a VEBA agreement.

The parties agree that to the extent Washington State law provides greater benefits for the use of paid leave for family care, the state law shall prevail.

9.4 Unpaid Leave – See also CLA Articles 3, 11, 31, and the following:

9.4.1 Failure to Return to Work - Failure to return to work by the expiration date of the leave of absence may be cause for removal and result in termination of the employee from County service.

9.5 Definition of Child - For purposes of this Article, a child means a biological, adopted or foster child, a step child, a legal ward or a child of an employee standing in loco parentis to the child, who is: under eighteen (18) years of age; or is eighteen (18) years of age or

older and incapable of self care because of mental or physical disability.

9.6 Term-Limited Temporary Employees - A term-limited temporary employee who, contiguous with the employee's term-limited temporary employment becomes a regular employee shall have the employee's accrued sick leave accruals carried over with the regular appointment.

ARTICLE 10: JURY DUTY

10.1 Jury Duty Shift Adjust – See CLA Article 5 and the following: For purposes of this section, the shift is the hours the employee is required to report or be available for jury duty, and the schedule is assumed to be Monday through Friday, unless released sooner.

ARTICLE 11: PREMIUMS WHILE OFF DUTY

See also CLA Article 25 and the following:

11.1 Premiums While Off Work Due to On-the-Job Injury or Illness - The County shall continue to provide medical insurance coverage pursuant to the JLMIC cost share provisions for active employees and their dependents for those months they are unable to work due to an on-the-job injury or on-the-job illness and are receiving no sick leave or vacation benefits. The total number of months of medical insurance coverage provided for under this Section shall not exceed twelve (12) months or the number of months for which the employee continues to receive paid sick leave and/or paid vacation leave benefits, whichever is the greater.

ARTICLE 12: SENIORITY - LAYOFF AND RECALL

12.1 Seniority Rights - Regular employees will be afforded the right to utilize their seniority as hereinafter defined for the purposes specifically provided for within this Agreement.

12.2 Probation - An employee will be recognized as having attained seniority and regular employee status when such employee has successfully completed a probation period equivalent of six (6) months worked in a career service position based on a full-time work schedule in a classification covered by this Agreement. Probation is also served when an employee is recalled from layoff, transfers or is rehired, demoted or promoted. The probation period may be extended by the manager/designee not to exceed a total of twelve (12) months

worked. The County will notify the Union of a probation extension. Upon successful completion of the probation period, the employee will be assigned a classification seniority date which will be the date when the employee first commenced their probation for that classification. An employee working less than a full-time work schedule will have their probation prorated and calculated based on a full-time equivalent work schedule for the work unit. [Example: the full time equivalent probationary period for a 0.5 FTE is twelve (12) months.]

12.2.1 An employee who is recalled from layoff within two (2) years, or is rehired within one (1) year will have their classification seniority restored upon successful completion of probation.

12.2.2 The movement of an active, career service employee to a different work unit, work crew, or work site within the same division will not be considered a transfer that requires a probation period, if the employee continues in the same job classification with substantially the same duties.

12.2.3 Resumption of Probationary Period Upon Recall From Layoff - In the event a regular employee is laid off during their probation period and is subsequently recalled to their classification within ninety (90) calendar days from the date of layoff, the employee will be credited with all days previously worked for purposes of satisfying their probation period and establishing their resultant classification seniority date.

12.3 Seniority Accrual While on Leave Due to Illness or Injury - An employee will continue to accrue seniority during an absence caused by an industrial injury or illness. An employee who is unable to work because of a non-work related injury or illness will not accumulate seniority during an unpaid leave of absence in excess of thirty (30) calendar days. However, if the employee is on approved FMLA and/or KCFML qualified leave, seniority shall continue to accrue for up to eighteen (18) workweeks of the qualified unpaid leave period.

12.3.1 Seniority Accrual While on Leave Without Pay - An employee on an approved unpaid leave of absence in excess of thirty (30) calendar days will not accumulate seniority credits during such absence except as provided under Section 12.3.

12.4 Promotion and Transfer - When a regular employee is promoted or transferred

out of the bargaining unit and is no longer covered under this Agreement, and returns to the bargaining unit within twelve (12) months of the promotion or transfer, the employee will resume their seniority which the employee had on the date of the promotion or transfer.

A regular employee who is promoted or transferred to another County position and does not complete the probationary period may elect to return to the former position within six (6) months if the former position is vacant and available. If the position is not available, and as a result the employee separates from County service, the employee will be entitled to recall rights to the former classification in accordance with Section 12.9 as if the employee had been laid off on the date of separation. This provision does not apply to Special Duty Assignments where the employee shall retain their seniority (and continues to accrue seniority) during the Special Duty Assignment.

12.5 Seniority will be defined as follows:

- **“Classification Seniority”** will be defined as regular employee’s total length of service within a specific classification covered by this Agreement. Regular employees in the Parks Division who were in a position covered by this Agreement prior to January 1, 1992 will not be credited with any classification seniority accrued prior to January 1, 1992 for purposes of layoff under this Article.

- **“Division Seniority”** will be defined as a regular employee’s total length of service within a division of a department covered by this Agreement.

- **“Departmental Seniority”** will be defined as a regular employee’s total length of service within a department.

- **“Bargaining Unit Seniority”** for purposes of this Agreement, will be defined as a regular employee’s total length of service within a classification(s) covered by this Agreement.

- **“County Seniority”** will be defined as a regular employee’s total length of service with the County in a career service position.

12.6 Forfeiture of Seniority - Seniority rights will be forfeited for any of the following

causes:

- Discharge for just cause.
- Promotion or transfer outside of the bargaining unit for one (1) or more years.
- Layoff for more than two (2) years.
- Resignation; provided, however, in the event a regular employee who has

completed their probation period is rehired to a classification covered under this Agreement within twelve (12) months from the date of the employee's termination or resignation, the employee will then be credited with all their seniority credits previously existing on the employee's last day worked.

12.7 Reduction in Work Force Procedure - In the event of a reduction-in-force, the

County will layoff the regular employee in the classification affected who has the least classification seniority within their division. Prior to any layoff, all term-limited temporary, provisional, temporary and probationary employees in the classification within the affected division of the department will be separated first. Where two (2) or more regular employees have the same classification seniority, the more senior employee will be the one who has the most seniority by applying the following seniority tie breakers in this order: 1) division, 2) department, 3) bargaining unit, 4) County, 5) total number of compensated hours, 6) a random method by mutual agreement.

12.8 Bumping Rights - A regular employee who becomes displaced due to a reduction-

in-force will be permitted to use their classification seniority to displace or "bump out" the least senior regular employee occupying the same classification within their division. The employee will also be permitted to use the employee's bargaining unit seniority to displace or "bump out" the least senior regular employee occupying a classification within which the bumping regular employee had previously attained seniority status. Regular employees in the Parks Division who were in a classification covered by this Agreement prior to January 1, 1992 will accrue seniority as of January 1, 1992 for purposes of being able to exercise their bumping rights as provided

under this Article.

12.8.1 Displaced Employees - A regular employee who becomes displaced due to another regular employee's exercise of Section 12.8 will also be afforded the right to displace or "bump out" the least senior regular employee in their classification in a similar manner.

12.9 Recall from Layoff - A regular employee displaced due to a reduction-in-force will be recalled to the employee's classification in the inverse order of layoff subject to the employee's ability to perform the work of the position for which the employee is recalled. A regular employee will be removed from the recall list after two (2) years from the date of layoff, or the employee is recalled, or the employee fails to accept or report to work after being recalled, or the employee requests to be removed from the recall list.

ARTICLE 13: MISCELLANEOUS

13.1 Seniority Lists - The County will transmit to the Union upon request, but not more than twice per year, a list of all employees in the bargaining unit. Such list will indicate the name of the employee, job classification, classification seniority date and work unit.

13.2 Road and River Improvement Employees - All County Road and River Improvement employees will be paid from the time of reporting to a designated headquarters to when the employee returns from the field to such headquarters.

13.3 Rain Gear - The County will provide rain gear for all employees working in inclement weather as needed.

13.4 King County Labor-Management Committee(s) - The County and the Union recognizes the importance of a collective bargaining and employee relations climate in the County that encourages cooperative efforts and joint problem-solving amongst all involved parties to better serve the public, increase productivity, reduce waste, improve safety, improve morale, and recruit, train and retain quality employees. In the interest of meeting these challenges, the County and the Union agrees to establish labor-management committee(s) where mutually agreed.

13.5 Shop Stewards - Shop stewards may conduct representational responsibilities

including attending grievance, Weingarten and Loudermill meetings during the employee's regular scheduled shift, without a loss of regular compensation, if excused from work by the employee's manager/designee.

13.6 Safety - The County, Union and employees agree to comply with all applicable safety laws and regulations. In the event an employee discovers or identifies an unsafe condition the employee will immediately notify the manager/designee. No employee will be disciplined for reporting an unsafe condition. No employee will be required to use unsafe equipment or work in an unsafe environment.

13.7 Filling of Vacant Positions – See also CLA Article 18 and the following:

Any employee of the bargaining unit holding a position within the same classification as that of the vacant position will be given the opportunity to apply for the position. The appointment will be made to the applicant who the County determines has the knowledge, skills and ability to fill the position. Where the knowledge, skills and ability of the applicants are equal, the position will be awarded on the basis of classification seniority. This provision is not applicable to employees who hold a different employment status (i.e., part-time and full-time) than that of the vacant position in the classification.

13.8 Use of Term-Limited Temporary Employees – See also CLA Article 17 and the following:

The County will notify the Union when it hires a term-limited temporary employee. The notice will include the classification, division hired, basis for the hire and expected length of employment. The County will meet with the Union, if requested, within fourteen (14) days following such request.

13.9 Pension Trusts - The County agrees to re-open negotiations during the term of this Agreement upon request by the Union, solely for the purpose of negotiating procedures and policies for employees covered by this Agreement to participate in the Union's pension trust. The parties understand and agree that the Union will conduct a membership vote to determine whether the membership will participate in the pension trust, and that if a majority of members

1 vote in favor of participation, all bargaining unit employees must participate. The parties further
2 agree that participation in the pension trust shall not result in an increase of pay for any
3 employees covered by this Agreement.

4 **13.10 Automated Vehicle Location System Use Policy** - The “Automatic Vehicle
5 Location System Use Policy”, as amended, shall apply to all employees with the following
6 modifications or additions:

7 **13.10.1** AVL data will not constitute the sole documentation used to determine
8 discipline imposed on an employee.

9 **13.10.2** Any real time viewing of data is permissible only for operational reasons
10 and will not be used for surveillance of employees, whether to monitor performance or to justify
11 implementation of disciplinary actions. Furthermore, should the County engage in a process
12 whereby AVL data is utilized beyond the scope of traditional operational monitoring, i.e., to
13 track a specific route, vehicle and/or employee, then all relevant employees shall be so notified
14 in advance.

15 **13.10.3** The County will not access such data for the purpose of disciplinary
16 action unless there is a good faith reason to suspect that an employee has committed an offense
17 that could result in discipline. The County agrees not to request or view AVL data, absent any
18 other evidence, for the purpose of monitoring an employee who may have committed a violation
19 of some rule or policy that could result in disciplinary action (i.e., no fishing expeditions).

20 **13.10.4** If the County is aware of AVL data that may pertain to an investigation,
21 the employee who is subject to the investigation and/or the Union will have the right to view the
22 AVL data before an investigatory interview is conducted by the employee’s
23 department/division. If the County refuses to show the employee and the Union the AVL data
24 upon request before conducting an investigatory interview then the AVL data shall not be used
25 as evidence in any manner related to discipline.

26 **13.10.5** The County agrees to comply with requests from the employee and/or the
27 Union for access to AVL data, where discipline or the potential to issue discipline exists.
28

1 **13.10.6** All Public Disclosure Requests related to AVL data will be forwarded to
2 public disclosure officials of the department/division responsible for the particular vehicle, or
3 that employs the Union employee, for response pursuant to the department's policies and
4 procedures.

5 **ARTICLE 14: WORK STOPPAGES AND EMPLOYER PROTECTION**

6 **14.1 Work Stoppages** - The County and the Union agree that the public interest requires
7 efficient and uninterrupted performance of all County services and to this end pledge their best
8 efforts to avoid or eliminate any conduct contrary to this objective. Specifically, the Union will
9 not cause or condone any work stoppage, including any strike, slowdown, or refusal to perform
10 any customarily assigned duties, sick leave absence which is not bona fide or other interference
11 with County functions by employees under this Agreement and should same occur, the involved
12 Union will take appropriate steps to end such interference. Any concerted action by any
13 employee in any bargaining unit will be deemed a work stoppage if any of the afore-referenced
14 activities have occurred contrary to the provisions of this Agreement. Being absent without
15 authorized leave will be considered as an automatic resignation. Such a resignation may be
16 rescinded by the department head if the employee presents satisfactory reasons for their absence
17 within three (3) calendar days of the date their automatic resignation became effective.

18 **14.2 Employer Protection** - Upon notification in writing by the County to the Union
19 that any of its bargaining unit employees are engaged in a work stoppage, the Union will
20 immediately, in writing, order such members to immediately cease engaging such work stoppage
21 and provide the County with a copy of such order. In addition, if requested by the County, a
22 responsible official of the Union will publicly order such Union members to cease engaging in
23 such work stoppage.

24 **14.3 Discipline** - Any employee participating in such work stoppage or in other ways
25 committing an act prohibited in this Article will be subject to disciplinary action in accordance
26 with the County's work rules up to and including discharge, suspension, or other disciplinary
27 action as may be deemed applicable to such employee.

Teamsters Local 117:

Signed by:



/AD5B391B59D47E...

Paul Dascher, Secretary-Treasurer

For King County:

Signed by:



AECE2A82BC144D5...

Matthew J. Wood, Labor Relations Negotiator
Office of Labor Relations, Executive Office

ADDENDUM A**Union Code: T2E**

This **ADDENDUM** modifies the Appendix by adding to, modifying or supplanting specific provision(s) therein, and covers employees working in the Airport, Roads Services, and Facilities Management Divisions.

Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range	Steps
9440200	942202	Utility Worker II	39	1-2-3-4-5 *
9440800	942400	Roads Maintenance Worker I	39	1-2-3-4-5 *
9440900	942403	Roads Maintenance Worker II	40	1-2-3-4-5 *
9440400	942302	Utility Worker II - Lead	42	1-2-3-4-5 *

* These Steps equate to Steps 2-4-6-8-10 on the King County "Squared" Table.

A.1 Short-term Temporary Employees - A temporary employee will be hired at Step 3

A.2 Position Opening, Work Site Location, and/or Days Off Assignments -

Employees in Roads interested in transferring can submit or withdraw written requests at any time but will only be considered for a transfer if it is on file prior to the transfer review meeting.

The County will post a notification at all work units of its intent to review transfer requests ten (10) days prior to doing so as a reminder to employees to submit requests if interested or to withdraw a request if they are no longer interested in being considered for a transfer. The required advance notification will include the current vacant position(s). Given that each transfer results in a subsequent vacancy, the current and subsequent vacancies will be addressed simultaneously in the transfer review meeting. All transfers will be reviewed and approved by the maintenance operations manager. Requests on file will be purged annually. An employee

who changes work locations through this process cannot participate again for twelve (12) months following the effective date of the transfer.

A.2.1 Work-Site Selection Process.

A. Prior to filling a vacant bargaining unit position, regular employees of the bargaining unit in the same classification will be provided with the first opportunity to transfer into the vacancy. The County determines when a position is vacant and when, and if it will be filled. The most senior employee in the classification will receive the first right of refusal for that position, provided the following conditions are met:

1. The transfer does not create an actual or potential legal risk to the County, examples of which include:

a. There is no legal restraining order requiring separation of the employee requesting the transfer and one or more bargaining unit employees of the planning unit into which the employee wishes to transfer;

b. There is no documentation of sexual harassment or other discrimination allegations between the employee requesting the transfer and one or more bargaining unit employees of the planning unit into which the employee wishes to transfer;

c. There is no reasonable basis to believe that such a transfer will create a hostile work environment or hostile work relationship; and

d. The employee is not currently under investigation or on a corrective action plan as a result of a disciplinary process, unless it is mutually agreed otherwise.

If no internal regular career service employee in the same classification as the vacancy applies to transfer into the vacant bargaining unit position, employees with six (6) months or less of service may apply for transfer before any outside applications are considered. If a probationary employee should apply for transfer into the vacant position, the County retains sole discretion to approve such transfer and may extend the employee's probationary period.

B. Employees can submit or withdraw written requests at any time but will only be considered for a transfer if it is on file prior to the transfer review meeting. The County will

1 post a notification at all work units of its intent to review transfer requests ten (10) days prior to
2 doing so as a reminder to employees to submit requests if interested. The advance notification
3 will include the current vacant position(s). Given that each transfer results in a subsequent
4 vacancy, the current and subsequent vacancies will be addressed simultaneously in the transfer
5 review meeting. All transfers will be reviewed and approved by the maintenance operations
6 manager or designee. Requests on file will be reviewed and approved by the maintenance
7 operations manager or designee. Requests on file will be purged annually. An employee who
8 changes work locations through this process cannot participate again for twelve (12) months
9 following the effective date of the transfer.

10 **A.3 Temporary Hires** - Temporary employees hired to fill vacancies in regular
11 positions shall be hired from a current employment list.

12 **A.4 Work Units** - Work units will be defined as those County divisions in which
13 bargaining unit employees are regularly assigned to work. For employees working in the Roads
14 Services Division, work units will be determined by the Labor-Management Committee (LMC).

15 **A.5 After Hours Support** - In accordance with the CLA Article 43, it is understood that
16 employees who are not on call are not required to be available to respond to work-related calls
17 during their off-duty time.

18 **A.6 Unanticipated/Work Schedule and/or Shift Change in Roads Services-**
19 Normally, at least eight (8) hours of advance notice will be given to an employee prior to
20 temporarily changing the employee's work schedule and/or shift to perform unanticipated
21 projects and/or operations. In the event of snow removal, flood control, sanding, or other
22 operations due to acts of nature which may or may not be anticipated, an employee in Roads
23 Services may be placed on "Alert Status" and the eight (8) hours of advance notice will not be
24 required. Alert Status does not apply to bargaining unit employees at the Airport or FMD.

25 **A.7 Alert Status in Roads Services** – Employees in Road Services will, in addition to
26 the employee's regular shift and schedule, be assigned an Alert Status shift and schedule (Alert).

A.7.1 Alert Notification - Given the unpredictable nature of operational needs in

Roads Services, Alert may be called at anytime and limited to the number of Roads Services employees necessary to fulfill operational needs. Alert Status is activated under Snow and Ice Operations, meaning that a snow and ice emergency has been declared by the Roads Services Director or designee. Section A.7 shall apply to bargaining unit employees assigned to work for Roads in an Alert Status, under Snow and Ice Operations.

Implementation of Alert Status will be considered to have taken place when the work hours of the employee's normal shift have been altered without the required advance notification as provided under Section A.6.

A.7.2 Alert Status Pay - When a Roads Services employee transitions to Alert

Status for a Snow and Ice Emergency during their normally scheduled shift, the employee will be paid at one and one-half (1.5) times their base hourly rate of pay for all hours worked on Alert Status. If a Roads Services employee begins an Alert shift on a day they are regularly scheduled to work, they will also receive one and one-half (1.5) times their base hourly rate of pay for all hours worked on Alert Status. Employees who volunteer to leave prior to completing their regularly scheduled hours will be compensated only for the hours actually worked. Alert shifts will not be subject shift pay premium pay as provided under Section 5.2.

A.7.3 Transition to Alert - Transition to Alert may occur during a Roads

Services employee's regularly scheduled work day. In such cases, the following rules shall apply:

1. Employees may be sent home before the end of the regular shift in order to get rest prior to the start of their Alert shift.

2. Employees may also be required to stay on their regular shift until the start of the Alert shift.

3. The decision to send an employee home or require the employee to remain at work will be determined by the County based on operational and safety considerations, taking into consideration the desire of the employee.

4. If the employee requests and is approved to be relieved from their regular shift, the employee may use accrued vacation leave, compensatory time, or leave without pay for that portion of the regular shift the employee did not work.

5. If the employee is relieved by management from their regular shift, the employee will be compensated for the remainder of the shift.

A.7.4 Employees on leave - If a Roads Services employee is on leave when an Alert Status shift is called, the employee will not be called to work unless it is operationally necessary to do so. Employees who have been pre-approved for leave may be relieved from Alert when the leave is scheduled to begin unless the employee elects to cancel or postpone the start of the leave or is operationally necessary due to emergent conditions for management to cancel the leave. In the event that an employee's approved prescheduled leave is cancelled due to Alert, the County agrees to reimburse the employee's documented unreimbursed travel expenses that are directly attributed to the cancelled leave.

A.7.4.1 Leave Accruals – A Roads Services employee on Alert shift during a normally scheduled workday will receive vacation and sick leave accruals for the first eight (8) hours worked if regularly assigned to a 5-8 work schedule, or ten (10) hours if regularly assigned to a 4-10 work schedule, in accordance with the CLA Articles 31 and 32, respectively.

A.7.5 Compensation and Breaks While on an Alert Status Shift – A Roads Services employee who is assigned to work an Alert shift will be compensated for all hours assigned to the shift inclusive of all meal periods and breaks. The County will try to provide meal and rest periods in accordance with State regulations during an employee's Alert shift. The County and Union agree that by this section and RCW 49.12.187 the County may deviate from the meal periods and rest breaks contemplated in State regulations and that the employees' meal and rest periods may be missed due to work requirements. If a meal or rest period is missed, no additional pay will be provided.

A.8 Scheduled Weekend and Holiday Overtime - Overtime work which is required on weekends and holidays shall first be offered to employees on a rotating seniority basis within the work unit, if readily available. For work units in which there is more than one pit-site or crew the overtime shall first be offered to employees on a rotating basis within the pit-site or crew, then to the entire work unit. If the overtime is a continuation of work previously started by a particular crew within a work unit, the overtime will first be offered to employees on a rotating seniority basis within the crew, then to the work unit as described above. A work unit is defined as a maintenance division, pit sites, planning unit operating out of a central shop with crews i.e., drainage crew, bridge crew, etc.

A.9 Reorganization - In the event the County determines that a reorganization of work units or staff is necessary, the County can transfer whole crews as needed. In the event that the reorganization only involves reassigning positions, employees in the impacted work unit will be given an opportunity to voluntarily be reassigned to available work locations determined by the County. If more than one (1) employee elects to move to the same available location and there are not enough positions at that location, the assignment(s) will be given to the most senior employee(s). Absent adequate interest, the reassignment will be made by inverse seniority with the least senior in the work unit being reassigned first.

A.10 Union Pension - The County will pay one dollar (\$1.00) per compensated hour, except for eligible vacation and sick leave hours cashed out upon termination of employment, to the Western Conference of Teamsters Pension Trust Fund on account of each member of the bargaining unit in accordance with the Parties' pension agreements. All bargaining unit employees will have their wage rate reduced by the amount of the County's contribution on the employee's behalf. Pension payments and provisions will be in accordance with the Parties' pension agreements.

A.11 Loan-in, Loan-out Roads Division.

A. Employees loaned-out from one work group to another will be based on seniority provided the skills and abilities are equal.

1 **B.** Before selecting employees to be loaned out, the supervisor will first
2 determine if there are volunteers. If there are more volunteers than needed, the loan out will be
3 offered first to the employee pursuant to Subsection A.

4 **C.** If there are no volunteers, employees will be selected in the following order:

- 5 1. Temporary employees
- 6 2. Term-limited temporary employees
- 7 3. Regular employees, in reverse seniority order

8 **D.** Employees loaned out to another work group are eligible for scheduled
9 weekend overtime in that work group as long as their regularly scheduled work hours in that
10 work group total twenty (20) hours or more during that week. An employee, who is not
11 scheduled for weekend overtime work in the loan-out workgroup, remains eligible for scheduled
12 weekend overtime in their regularly assigned workgroup. If there is scheduled overtime in both
13 the loan-out group and regularly assigned workgroup, the loan-out group takes precedent.

14 **E.** Employees loaned-out to another work group are eligible for call-outs in that
15 work group. While loaned out to another work group, the employee is no longer considered a
16 member of the work group to which they are regularly assigned for the purposes of call outs,
17 except during an “Alert” schedule (Section A.7), when the employee will be recalled to the
18 employee’s regularly assigned work group in Roads Services.

19 **F.** Definition: Loan-out is defined as an employee being temporarily reassigned
20 with advanced notice for one (1) day or more to another work group during which time they may
21 be required to report to that work site at the beginning of the day and is under the direction of
22 that planning group’s supervisor. When an employee is temporarily reassigned for one day or
23 less, the employee reports to and leaves from, their regularly assigned work group.

ADDENDUM B**Union Code(s): T2F**

This ADDENDUM modifies the Appendix by adding to, modifying or supplanting specific provision(s) therein and covers employees working in the Airport, Fleet, Solid Waste, and Facilities Management Divisions, Department of Public Health, and in the Department of Elections.

Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range	Steps
9410100	941101	Equipment Services and Maintenance Specialist	39	1-2-3-4-5 *
9410200	941001	Equipment Services and Maintenance Specialist - HD	43	1-2-3-4-5 *
2211100	221505	Inventory Purchasing Specialist I	42	1-2-3-4-5 *
2211200	221605	Inventory Purchasing Specialist II	46	1-2-3-4-5 *
2211300	221703	Inventory Purchasing Specialist III	49	1-2-3-4-5 *
5101100	512101	Road Use Investigators	49	1-2-3-4-5 *
5220100	522503	Security Officer	36	1-2-3-4-5 *
9321100	932102	Truck Driver I	36	1-2-3-4-5 *
944000	944001	Utility Worker - Assistant	29	1-2-3-4-5 *
2631300	265302	Warehouse Supervisor	53	1-2-3-4-5 *

* These Steps equate to Steps 2-4-6-8-10 on the King County “Squared” Table. **Only Utility Worker-Assistant classification in SWD is covered in Addendum B. For all other classifications in SWD, see Addendum D and Addendum E.

B.1 Short-term Temporary Employees - A temporary employee will be hired at Step 3.

B.2 Security Officers - The work schedules for regular career service Security Officers in the Solid Waste Division of the Department of Natural Resources and Parks consists of one (1) schedule of five eight-hour shifts (5-8), Monday through Friday; and one (1) schedule of two thirteen-hour shifts (2-13), Saturday through Sunday.

B.2.1 For the standard schedule of five eight-hour shifts (5-8), overtime will be paid for all time worked in excess of eight (8) hours in a workday or forty (40) hours in a workweek, in accordance with Articles 5 and 6.

B.2.2 For the schedule of two thirteen-hour shifts (2-13), overtime will be paid for all time worked in excess of thirteen (13) hours in a workday or forty (40) hours in a workweek, in accordance with Articles 5 and 6.

B.2.3 Security Officers are not eligible for shift differential under Section 5.2.

B.3 Work Units - Work units will be defined as those County divisions in which members are regularly assigned to work.

B.4 Classification Review - The County agrees to notify the Union if a job classification listed in this Appendix is modified during the term of this Agreement, and to negotiate the effects of the modifications if the Union requests.

B.5 Certification Premium – Inventory Purchasing Specialists who are directly involved in the purchasing or management of automotive parts or supplies and who possess the parts specialist Automotive Service Excellence (ASE) certification, shall receive a two and one half percent (2.5%) premium for all hours compensated.

B.6 Unanticipated/Work Schedule and/or Shift Change in Fleet Services- Normally, at least eight (8) hours of advance notice will be given to an employee prior to temporarily changing the employee's work schedule and/or shift to perform unanticipated projects and/or operations. In the event of snow removal, flood control, sanding, or other operations due to acts of nature which may or may not be anticipated, an employee in Roads or Fleet Services may be

placed on “Alert Status” and the eight (8) hours of advance notice will not be required. Alert Status does not apply to bargaining unit employees at the Airport, Solid Waste, Department of Public Health, Department of Elections or FMD.

B.7 Alert Status in Fleet Services – Employees in Fleet Services will, in addition to the employee’s regular shift and schedule, be assigned an Alert Status shift and schedule (Alert).

B.7.1 Alert Notification - Given the unpredictable nature of operational needs in Fleet Services, Alert may be called at anytime and limited to the number of Fleet Services employees necessary to fulfill operational needs. Alert Status is activated under Snow and Ice Operations, meaning that a snow and ice emergency has been declared by the Roads Services Director or designee. Section B.7 shall apply to bargaining unit employees assigned to work for Roads in an Alert Status, under Snow and Ice Operations.

Implementation of Alert Status will be considered to have taken place when the work hours of the employee’s normal shift have been altered without the required advance notification as provided under Section B.6.

B.7.2 Alert Status Pay - When a Roads Services employee transitions to Alert Status for a Snow and Ice Emergency during their normally scheduled shift, the employee will be paid at one and one-half (1.5) times their base hourly rate of pay for all hours worked on Alert Status. If a Roads Services employee begins an Alert shift on a day they are regularly scheduled to work, they will also receive one and one-half (1.5) times their base hourly rate of pay for all hours worked on Alert Status. Employees who volunteer to leave prior to completing their regularly scheduled hours will be compensated only for the hours actually worked. Alert shifts will not be subject shift pay premium pay as provided under Section 5.2.

B.7.3 Transition to Alert - Transition to Alert may occur during a Fleet Services employee’s regularly scheduled work day. In such cases, the following rules shall apply:

1. Employees may be sent home before the end of the regular shift in order to get rest prior to the start of their Alert shift.

2. Employees may also be required to stay on their regular shift until the start of the Alert shift.

3. The decision to send an employee home or require the employee to remain at work will be determined by the County based on operational and safety considerations, taking into consideration the desire of the employee.

4. If the employee requests and is approved to be relieved from their regular shift, the employee may use accrued vacation leave, compensatory time, or leave without pay for that portion of the regular shift the employee did not work.

5. If the employee is relieved by management from their regular shift, the employee will be compensated for the remainder of the shift.

B.7.4 Employees on leave - If a Fleet Services employee is on leave when an Alert Status shift is called, the employee will not be called to work unless it is operationally necessary to do so. Employees who have been pre-approved for leave may be relieved from Alert when the leave is scheduled to begin unless the employee elects to cancel or postpone the start of the leave or is operationally necessary due to emergent conditions for management to cancel the leave. In the event that an employee's approved prescheduled leave is cancelled due to Alert, the County agrees to reimburse the employee's documented unreimbursed travel expenses that are directly attributed to the cancelled leave.

B.7.4.1 Leave Accruals – A Fleet Services employee on Alert shift during a normally scheduled workday will receive vacation and sick leave accruals for the first eight (8) hours worked if regularly assigned to a 5-8 work schedule, or ten (10) hours if regularly assigned to a 4-10 work schedule, in accordance with the CLA Articles 31 and 32, respectively.

B.7.5 Compensation and Breaks While on an Alert Status Shift – A Fleet Services employee who is assigned to work an Alert shift will be compensated for all hours assigned to the shift inclusive of all meal periods and breaks. The County will try to provide meal and rest periods in accordance with State regulations during an employee's Alert shift. The County and Union agree that by this section and RCW 49.12.187 the County may deviate from

the meal periods and rest breaks contemplated in State regulations and that the employees' meal and rest periods may be missed due to work requirements. If a meal or rest period is missed, no additional pay will be provided.

ADDENDUM C**Union Code: T2J**

This **ADDENDUM** modifies the Appendix by adding to, modifying or supplanting specific provision(s) therein and covers employees working in the Department of Community and Human Services.

Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range	Steps
3120400	313501	Chemical Dependency Program Screener	41	1-2-3-4-5 *
3120700	313901	Chemical Dependency Program Screener - Lead	44	1-2-3-4-5 *
* These Steps equate to Steps 2-4-6-8-10 on the King County Squared” Table				

C.1 Short-term Temporary Employees - A temporary employee will be hired at Step 3 and will be advanced to Step 4 after two thousand eighty (2080) hours worked.

C.2 Bid Postings - The provisions of Section 5.3 (Bid Postings) will not apply to this Addendum.

C.2.1 Schedule Change - Employees will be given no less than forty eight (48) hours notice of involuntary changes in work schedules, unless due to an emergency situation, immediate changes are required to provide adequate levels of staffing. (Replaces Subsections 5.3.1, 5.4 et seq.) Vacant bargaining unit positions shall be filled as provided in Section 13.7.

C.3 Clothing Allowance –Regular employees will receive four hundred dollars (\$400) and temporary employees will receive two hundred dollars (\$200) in the pay period that includes January 5 and the pay period that includes July 5 each year for clothing purchase and

1 maintenance. Temporary employees will receive the allowance in the pay period that includes
2 January 5 and the pay period that includes July 5 of each year provided they worked at least two
3 hundred (200) hours during the previous six (6) months.

4 **C.3.1 Personal Protection Equipment (PPE)** – The County shall provide each
5 employee with required PPE equipment, including, but not limited to raingear which is visible at
6 night.

7 **C.4 Personal Property** - Employees who unintentionally suffers a loss or damage to
8 personal property while on duty will have property repaired or replaced at County expense.
9 Reimbursement for personal property will not exceed one hundred fifty dollars (\$150) unless the
10 replacement cost is greater for necessary items such as prescription glasses and hearing aids.
11 The County, to minimize its loss expense, may issue a policy as to which items will be brought
12 on the premises at the employee's own risk, like expensive leather jackets, and jewelry (other
13 than wedding bands.)

14 **C.5** When a holiday falls on a scheduled day off, eligible employees will receive holiday
15 pay pursuant to the CLA.

16 **C.5.1** Instead of being paid holiday pay, as provided under the CLA, employees
17 eligible for holiday pay may elect to accrue compensatory time when working on a recognized
18 holiday or when a holiday falls on a scheduled day off. All compensatory time not used by the
19 end of the calendar year may be paid out, as determined by the County, regardless of when the
20 time was earned.

21 **C.5.2** An employee who is scheduled to work on a holiday will be required to
22 work unless absent on approved leave.

23 **C.5.3** An employee who is absent on a holiday that is a scheduled work day will
24 receive holiday pay as provided by the CLA Article 10 if the employee complies with required
25 procedures for requesting leave, and the leave is approved.

26 **C.5.4** The employee's sick leave balance will be charged if the absence is for a
27 purpose covered by sick leave policies.

1 **C.6** If the County determines that employees will be required to acquire and maintain a
2 license or certification, the County will notify the Union prior to implementation and provide an
3 opportunity to negotiate the effects of the license or certification requirement. All mandatory
4 work-related training will be on paid time and at County expense.

5 **C.7** If an employee who is not on standby accepts a work-related telephone call, and as a
6 result performs a minimum of eight (8) minutes of work, the employee will be paid for fifteen
7 (15) minutes at the overtime rate, or for the actual work time, whichever is greater. If the
8 employee returns to work as a result of the call, the provisions of the CLA Article 43.B.1 will
9 apply. The County may request documentation of the timing and nature of the telephone call. It
10 is understood that employees who are not on call are not required to be available to respond to
11 work-related calls during their off-duty time.

12 **C.8 Trading of Shifts** – The trading of shifts shall be permissible on a case-by-case
13 basis, if the employees involved mutually agree to trading shifts during the same workweek and
14 the trade does not result in overtime being paid due to the trade. Management must approve all
15 trades in advance.

16 **C.9 Hiring Preference** – On-call employees working in this classification who apply for
17 an open regular, fulltime position who have reached one thousand (1000) hours and have worked
18 at least two (2) calendar years shall be considered internal candidates when applying for a
19 regular position. Such candidates shall be given a first in-person interview.

20 **C.10 Shift Coverage**– The County will check the availability of all on-call employees
21 and regular employees before covering all or part of the shift with non-bargaining unit
22 employees. Provided, however, the County can use non-bargaining unit employees if there is an
23 immediate need to cover the shift while it is checking for the availability of on-call employees
24 and, if available, the employee's arrival to the job.

25 **C.11 Safety Committee** – Sixty (60) days after full and final execution of the new labor
26 agreement, the parties shall establish a safety committee and appoint one (1) bargaining unit
27 representative and one (1) management representative as co-chairs.
28

C.12 Exposure to Health Risks – The parties recognize that the work of the employees expose them to health risks, such as body waste and fluids. An employee whose clothes have been soiled will, with supervisor approval, be relieved of duty with pay in order to change clothes. The supervisor’s approval will not be unreasonably withheld.

C.13 Report Pay – Any employee covered by this Appendix who is scheduled to work and who reports to work at the scheduled time and is subsequently sent home, shall receive four (4) hours of pay at the shift rate of pay, including any premiums.

C.14 Overtime. Article 5.2.3 shall not apply to this Addendum.

ADDENDUM D**Union Code: T2V**

This **ADDENDUM** modifies the Appendix by adding to, modifying or supplanting specific provision(s) therein and covers employees working in the Solid Waste, Road Services Divisions and King County International Airport.

Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range	Steps
9440300	942401	Crew Chief	53	1-2-3-4-5 *

* These Steps equate to Steps 2-4-6-8-10 on the King County "Squared" Table.

D.1 Short-term Temporary Employees - A temporary employee will be hired at Step 3.

D.2 Position Opening, Work Site Location, and/or Days Off Assignments - Employees in Roads interested in transferring can submit or withdraw written requests at any time but will only be considered for a transfer if it is on file prior to the transfer review meeting. The County will post a notification at all work units of its intent to review transfer requests ten (10) days prior to doing so as a reminder to employees to submit requests if interested or to withdraw a request if they are no longer interested in being considered for a transfer. The required advance notification will include the current vacant positions(s). Given that each transfer results in a subsequent vacancy, the current and subsequent vacancies will be addressed simultaneously in the transfer review meeting. All transfers will be reviewed and approved by the maintenance operations manager. Requests on file will be purged annually. An employee who changes work locations through this process cannot participate again for twelve (12) months following the effective date of the transfer.

D.2.1 Work-Site Selection Process

A. Prior to filling a vacant bargaining unit position, regular employees of the bargaining unit will be provided with the first opportunity to transfer into the vacancy. The County determines when a position is vacant and when, and if it will be filled. The most senior employee in the classification will receive the first right of refusal for that position transfer, provided the following conditions are met:

1. The transfer does not create an actual or potential legal risk to the County, examples of which include:

a. There is no legal restraining order requiring separation of the employee requesting the transfer and one or more bargaining unit employees of the planning unit into which the employee wishes to transfer;

b. There is no documentation of sexual harassment or other discrimination allegations between the employee requesting the transfer and one or more bargaining unit employees of the planning unit into which the employee wishes to transfer;

c. There is no reasonable basis to believe that such a transfer will create a hostile work environment or hostile work relationship; and

d. The employee is not currently under investigation or on a corrective action plan as a result of a disciplinary process, unless it is mutually agreed otherwise.

B. Employees can submit or withdraw written requests at any time but will only be considered for a transfer if it is on file prior to the transfer review meeting. The County will post a notification at all work units of its intent to review transfer requests ten (10) days prior to doing so as a reminder to employees to submit requests if interested. The advance notification will include the current vacant positions(s). Given that each transfer results in a subsequent vacancy, the current and subsequent vacancies will be addressed simultaneously in the transfer review meeting. All transfers will be reviewed and approved by the maintenance operations manager or designee. Requests on file will be reviewed and approved by the maintenance operations manager or designee. Requests on file will be purged annually. An employee who

changes work locations through this process cannot participate again for twelve (12) months following the effective date of the transfer.

D.3 Crew Chief Callout Premium and Vehicles – Pursuant to CLA Article 43.B.2, Crew Chiefs who are assigned a County take-home vehicle will be paid a minimum of two (2) hours at the overtime rate for each callout when required to return to work once having left the work-site upon completion of their shift. In accordance with the County’s Take Home Vehicle Policy, the County shall retain exclusive right to assign vehicles to Crew Chiefs and/or to revoke such assignment at its exclusive discretion upon thirty (30) days notice.

D.3.1 In the event the County elects to revoke a take-home vehicle for a Crew Chief, the Crew Chief shall be compensated for any callout at the four (4) hour minimum rate provided for within CLA Article 43.B.1.

D.4 Temporary Hires - Temporary employees hired to fill vacancies in regular positions shall be hired from a current employment list.

D.5 Work Units - Work units will be defined as those County divisions in which bargaining unit employees are regularly assigned to work. For employees working in the Roads Services Division, work units will be determined by the Labor-Management Committee.

D.6 After Hours Support - In accordance with the CLA Article 43, it is understood that employees who are not on call are not required to be available to respond to work-related calls during their off-duty time.

D.7 Unanticipated/Work Schedule and/or Shift Change in Roads Services- Normally, at least eight (8) hours of advance notice will be given to an employee prior to temporarily changing the employee’s work schedule and/or shift to perform unanticipated projects and/or operations. In the event of snow removal, flood control, sanding, or other operations due to acts of nature which may or may not be anticipated, an employee in Roads Services may be placed on “Alert Status” and the eight (8) hours of advance notice will not be required. Alert Status does not apply to bargaining unit employees at the Airport or in Solid Waste.

D.8 Alert Status in Roads Services – Employees in Road Services will, in addition to their regular shift and schedule, be assigned an Alert Status shift and schedule (Alert).

D.8.1 Alert Notification - Given the unpredictable nature of operational needs in Roads Services, Alert may be called at anytime and limited to the number of Roads Services employees necessary to fulfill operational needs. Alert Status is activated under Snow and Ice Operations, meaning that a snow and ice emergency has been declared by the Roads Services Director or designee. Section D.7 shall apply to bargaining unit employees assigned to work in Roads in an Alert Status, under Snow and Ice Operations. Implementation of Alert Status will be considered to have taken place when the work hours of the employee's normal shift have been altered without the required advance notification in accordance with Section D.7.

D.8.2 Alert Status Pay - When a Roads Services employee transitions to Alert Status for a Snow and Ice Emergency during their normally scheduled shift, the employee will be paid at one and one-half (1.5) times their base hourly rate of pay for all hours worked on Alert Status. If a Roads Services employee begins an Alert shift on a day they are regularly scheduled to work, they will also receive one and one-half (1.5) times their base hourly rate of pay for all hours worked on Alert Status. Employees who volunteer to leave prior to completing their regularly scheduled hours will be compensated only for the hours actually worked. Alert shifts will not be subject shift pay premium pay as provided under Section 5.2.

D.8.3 Transition to Alert - Transition to Alert may occur during a Roads Services employee's regularly scheduled work day. In such cases, the following rules shall apply:

1. Employees may be sent home before the end of the regular shift in order to get rest prior to the start of their Alert shift.

2. Employees may also be required to stay on their regular shift until the start of the Alert shift.

3. The decision to send an employee home or require the employee to remain at work will be determined by the County based on operational and safety considerations, taking

into consideration the desire of the employee.

4. If the employee requests and is approved to be relieved from their regular shift, the employee may use accrued vacation leave, compensatory time, or leave without pay for that portion of the regular shift the employee did not work.

5. If the employee is relieved by management from their regular shift, the employee will be compensated for the remainder of the shift.

D.8.4 Employees on leave - If a Roads Services employee is on leave when an alert status shift is called, the employee will not be called to work unless it is operationally necessary to do so. Employees who have been pre-approved for leave may be relieved from Alert when the leave is scheduled to begin unless the employee elects to cancel or postpone the start of the leave or is operationally necessary due to emergent conditions for management to cancel the leave. In the event that an employee's approved prescheduled leave is cancelled due to Alert, the County agrees to reimburse the employee's documented unreimbursed travel expenses that are directly attributed to the cancelled leave.

D.8.4.1 Leave Accruals – A Roads Services employee on Alert shift during a normally scheduled workday will receive vacation and sick leave accruals for the first eight (8) hours worked if regularly assigned to a 5/8 work schedule, or ten (10) hours if regularly assigned to a 4/10 work schedule in accordance with Sections 5.1 and 5.1.1, respectively.

D.8.5 Compensation and Breaks While on an Alert Status Shift – A Roads Services employee who is assigned to work an Alert shift will be compensated for all hours assigned to the shift inclusive of all meal periods and breaks. The County will try to provide meal and rest periods in accordance with State regulations during an employee's Alert shift. The County and Union agree that by this section and RCW 49.12.187 the County may deviate from the meal periods and rest breaks contemplated in State regulations and that the employees' meal and rest periods may be missed due to work requirements. If a meal or rest period is missed, no additional pay will be provided.

D.9 Scheduled Weekend and Holiday Overtime

A. Roads Division: Overtime work which is required on weekends and holidays shall first be offered to employees on a rotating seniority basis within the work unit, if readily available. For work units in which there is more than one pit-site or crew the overtime shall first be offered to employees on a rotating basis within the pit-site or crew, then to the entire work unit. If the overtime is a continuation of work previously started by a particular crew within a work unit, the overtime will first be offered to employees on a rotating seniority basis within the crew, then to the work unit as described above. A work unit is defined as a maintenance division, pit sites, planning unit operating out of a central shop with crews i.e., drainage crew, bridge crew, etc.

B. Solid Waste Division: Except as provided under Section 6.2, employees who are desirous of working overtime on their "off shift" shall indicate their availability for same upon forms as prescribed by the division director/designee. Readily available employees will be selected from the list in order of seniority and availability on a rotation basis.

D.10 Reorganization - In the event the County determines that a reorganization of work units or staff is necessary, the County can transfer whole crews as needed. In the event that the reorganization only involves reassigning positions, employees in the impacted work unit will be given an opportunity to voluntarily be reassigned to available work locations determined by the County. If more than one (1) employee elects to move to the same available location and there are not enough positions at that location, the assignment(s) will be given to the most senior employee(s). Absent adequate interest, the reassignment will be made by inverse seniority with the least senior in the work unit being reassigned first.

D.11 Union Pension - The County will pay one dollar and seventy-five cents (\$1.75) per compensated hour, except for eligible vacation and sick leave hours cashed out upon termination of employment, to the Western Conference of Teamsters Pension Trust Fund on account of each member of the bargaining unit in accordance with the Parties' pension agreements. All

bargaining unit employees will have their wage rate reduced by the amount of the County's contribution on the employee's behalf. Pension payments and provisions will be in accordance with the Parties' pension agreements.

ADDENDUM E

Union Code: T4F

This **ADDENDUM** modifies the Appendix by adding to, modifying or supplanting specific provision(s) therein, and covers employees working in the Solid Waste Division.

Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range	Steps
9440200	942203	Utility Worker II	39	1-2-3-4-5 *
9440400	942303	Utility Worker II - Lead	42	1-2-3-4-5 *
2211100	221506	Inventory Purchasing Specialist I	42	1-2-3-4-5 *
2211200	221608	Inventory Purchasing Specialist II	46	1-2-3-4-5 *
2211300	221706	Inventory Purchasing Specialist III	49	1-2-3-4-5 *
* These Steps equate to Steps 2-4-6-8-10 on the King County "Squared" Table.				

E.1 Short-term Temporary Employees - A temporary employee will be hired at Step 3.

E.2 Temporary Hires - Temporary employees hired to fill vacancies in regular positions shall be hired from a current employment list.

E.3 Work Units - Work units will be defined as those County divisions in which members are regularly assigned to work.

E.4 If an employee who is not on standby accepts a work-related telephone call, and as a result performs a minimum of eight (8) minutes of work, the employee will be paid for fifteen (15) minutes at the overtime rate, or for the actual work time, whichever is greater. If the employee returns to work as a result of the call, the provisions of the CLA Article 43.B.1 will apply. The County may request documentation of the timing and nature of the telephone call. It

1 is understood that employees who are not on call are not required to be available to respond to
2 work-related calls during their off-duty time.

3 **E.5 Scheduled Weekend and Holiday Overtime** - Except as provided under Section
4 6.2, employees who are desirous of working overtime on their “off shift” shall indicate their
5 availability for same upon forms as prescribed by the division director/designee. Readily
6 available employees will be selected from the list in order of seniority and availability on a
7 rotation basis.

8 **E.6 Union Pension** - The County will pay one dollar (\$1.00) per compensated hour,
9 except for eligible vacation and sick leave hours cashed out upon termination of employment, to
10 the Western Conference of Teamsters Pension Trust Fund on account of each member of the
11 bargaining unit in accordance with the Parties’ pension agreements. All bargaining unit
12 employees will have their wage rate reduced by the amount of the County’s contribution on the
13 employee’s behalf. Pension payments and provisions will be in accordance with the Parties’
14 pension agreements.

ADDENDUM F

Union Code: L1

This ADDENDUM F modifies the Appendix by adding to, modifying or supplanting specific provision(s) therein and covers employees working in the Print Shop.

Job Class Code	PeopleSoft Job Code	Classification Title	Division	Range
7210100	720901	Print Shop Specialist I	Facilities Management Division	39
7210200	720801	Print Shop Specialist II	Facilities Management Division	42
7211000	721602	Print Shop Supervisor	Facilities Management Division	53

F.1 Employees shall be subject to all terms and conditions of employment provided under the JUA; except, Article 4.2, 4.7, 4.8,, Article 5, 6.4, Article 12, and Article 13.2.

F.2 Shift Differential - Employees assigned to a second shift shall be paid a fifty cent (\$0.50) per hour premium for all time spent while so assigned.

F.3 Overtime - A minimum of four (4) hours at the overtime rate shall be paid each time an employee is required to work on a normally scheduled day off. Where such overtime exceeds four (4) hours, the actual hours worked shall be paid at overtime rates.

F.4 Standard Hours of Work - The standard work week shall consist of five (5) consecutive work days not to exceed eight (8) hours each, exclusive of the lunch period, and not to exceed forty (40) hours per week and shall normally be scheduled Monday through Friday. The working hours of each day shall normally be between 6:00 a.m. and 6:00 p.m. Multiple shifts are recognized as Alternative Work Schedules such as 4/10 schedule.

F.5 4/10 Work Schedule - The County and the Union agree that should a four (4) day ten (10) hour workweek (4/10) be implemented employees working said schedule will be subject to the following conditions:

1. Work Day - The normal workday shall not exceed ten (10) hours each, exclusive of the lunch period.

2. Work Week - Employees shall be scheduled to work four (4) consecutive workdays for a total of forty (40) hours per week.

3. Vacations - Vacation benefits shall be in accordance with the CLA.

4. Sick Leave - Hourly sick leave accrual rates shall not be affected upon implementation of a four (4) day work schedule. Sick leave benefits shall be based on number of hours worked and shall be expended on an hourly basis and in accordance with the CLA.

5. Scheduling - Scheduling of days and hours of work shall be the sole prerogative of the County.

6. Discontinuance - The County shall have the right to discontinue the 4/10 workweek schedule for any business or operational reason provided at least four (4) weeks prior notification is given. Nothing in this Section shall be interpreted in such a way as to prevent individual employees from returning to a five (5) day work week schedule with less than a four (4) week prior notification providing such a change is mutually agreeable between the employee and the County.

F.6 Promotion - FMD subscribes to the career ladder concept and will promote from within consistent with the dictates of good management practice and merit principals. Position vacancies shall be filled in accordance with the King County Personnel Guidelines, the CLA, and this Agreement; provided that regular employees covered by this bargaining agreement shall have notice of the vacancies and the opportunity to request simultaneous consideration for advancement to openings for which they qualify; provided further that hiring decisions shall be the sole province of management.

F.7 New Technology or Equipment - In the event that the County acquires new

1 technology, the County shall provide written notice to the Union within a reasonable time prior
2 to installation. The County agrees to meet and confer with the Union regarding the introduction
3 of such technology or equipment and any impact it may have on bargaining unit work. If, as a
4 result of the acquisition of new technology positions are reclassified, any negotiated wage
5 changes will be retroactive to the date the operation of the new technology/equipment
6 commenced.

7 **F.8 Background Check** - As a condition of employment, all employees are required to
8 pass a background check including a fingerprint based background check as required by the
9 County pursuant to the national Criminal Justice Information Services Security Policy (CJIS).
10 Failure to pass the background check, or revocation of CJIS access, will be just cause to separate
11 the employee from the County. All employees are required to self-report any instance when they
12 have been arrested and/or charged with a crime to their supervisor. Failure to self-report within
13 24 hours, absent good cause presented by the employee as soon as possible after the arrest and/or
14 charge, is cause for discipline.

15 **F.9 Layoff** - Regular employees laid off as a result of a reduction of work and/or a
16 shortage of funds shall be laid off within the classification according to the employee's date of
17 hire into a bargaining unit position. Regular employees with the least amount of seniority shall
18 be laid off first; however, in the event of two (2) employees having the same seniority, ability,
19 skill and other relevant job-related factors shall be the determining factors on retention.

20 1. In the event of a layoff where more senior employees are displaced by lack of
21 funds, curtailment of project, etc., then such employees shall be entitled to bump less senior
22 employees, the intent being that the least senior employees will be laid off first.

23 2. Prior to any layoff, all employees other than regular employees in the
24 bargaining unit shall be removed from the payroll first. This shall include temporary employees,
25 interns and probationary employees.

26 3. The County agrees to notify the Union at least two (2) weeks in advance, in
27 writing, of any anticipated reduction-in-force. Such notice shall include the names,
28

classifications, and seniority dates of all regular employees within the affected department and the names, classifications, and seniority dates of employees scheduled to be laid off.

4. Regular employees exercising their bumping rights must be able to qualify for the position into which they propose to bump within a reasonable time of being placed in the position.

5. Employees laid off shall be recalled in the inverse order of layoff for up to two (2) years from the date of layoff, those with the most seniority being recalled first.

ADDENDUM G

Union Code: T3A

This ADDENDUM modifies the Appendix by adding to, modifying or supplanting specific provision(s) therein and covers employees working in the Department of Adult and Juvenile Detention.

Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range	Steps
9500200	951202	Cook/Baker I	44	1-2-3-4-5 *
9500201	951303	Cook/Baker II	49	1-2-3-4-5 *

* These Steps equate to Steps 2-4-6-8-10 on the King County "Squared" Table.

G.1 Compensatory Time - If requested by the employee and agreed to by the Manager/designee, compensatory time off in lieu of overtime compensation may be authorized. (Replaces Section 6.4)

G.1.1 Compensatory time off will be scheduled at a time mutually agreed upon by the employee and the County.

G.2 Direction of Staff/Inmates - Cook-Bakers I and Cook-Bakers II may be required to direct other staff and/or inmates in the performance of their regular duties.

G.3 Promotion - The County welcomes and encourages employees to apply for promotional opportunities.

G.4 Shift Differential - The provisions of Sections 5.2.1 and 5.2.2 relating to shift differential will not apply to members of this bargaining unit.

G.5 Schedule and Shift - Full time Employees shall be required to work a full forty (40) hour workweek inclusive of the meal period of thirty (30) minutes. The standard shift will be

eight (8) hours inclusive of the meal period. Employees will remain at a designated work site and on duty, and may be directed to perform work during the meal period. The parties understand and agree that circumstances may not always allow for the meal period of at least thirty (30) minutes as provided in Washington Administrative Code 296-126-092 (1).

G.5.1 Bidding - A shift bid on the basis of seniority shall be conducted annually. This bid shall open up all positions at all facilities by classification. As shifts become vacant, shift bids within a classification at that facility shall be conducted on the basis of seniority, as needed.

G.6 Work Units - Work units will be defined as those County divisions in which members are regularly assigned to work.

G.7 The Department has the right to modify any or all of the uniforms worn by its employees. The County will provide each employee with an annual uniform voucher in the amount of \$290.50 to purchase uniform items approved by the Department. The voucher is intended to be distinct from the safety footwear allowance referenced in Article 42.1 of the CLA.

G.8 Overtime - Where more than one employee volunteers for the same overtime shift, the County will make a reasonable effort to offer overtime to the Cook/Baker I with the fewest number of overtime hours worked in the calendar year.

The Department may schedule overtime assignments for shift vacancies three (3) days in advance, drawing from the overtime sign up lists and awarding the volunteer with the lowest year to date overtime hours three (3) days prior to the vacant shift. Vacant shifts in excess of employees signed up on the list, or within three (3) days of the vacancy may be filled by available volunteers on a first come, first served basis. However, the volunteers who signed up in advance on the voluntary sign up sheet shall have preference over a first come, first served volunteer.

A. Mandatory overtime shall be assigned in reverse seniority order; starting with the least senior employee, and shall continue through the list of employees in increasing seniority order until all overtime assignments are made. Employees who are required to work mandatory

overtime will be dropped to the bottom of the mandatory overtime list. The list, when next used, will start with the employee who is next at the top of the list and continue as described above. The inclusion of this language G.8 and G.8.A sunsets the memo dated 06/09/2023 titled “RE: OT” in its entirety.

G.9 Employee Transfer to a Different Facility (King County Correctional Facility or Regional Justice Center) - Once an employee has successfully completed the probationary period, if an opening becomes available in either facility (KCCF or RJC) the employee who transfers within the same job classification will not be subject to a new probationary period.

G.10 Holidays Observed – Employees covered under this Addendum shall receive holiday pay or worked premium in accordance with the CLA.

G.11 Training Assignments - The provisions of Sections 6.7, 6.7.1, and 6.7.2 relating to training assignments will not apply to members of this bargaining unit. When an employee has accepted an assignment from management to train another employee(s) for one full day or more, such employee will be paid 5% (five percent) above their hourly base pay for that day or days, under the following conditions:

A. The employee submits a timely request for training pay under this section. Requests should be submitted consistent with department policies and procedures, and if possible should be submitted within the pay period in which the training time is worked;

B. Those employees whose primary job duty is training are not eligible for this premium.

**Memorandum of Agreement
By and Between
King County
and
Teamsters Local 117 Representing
Joint Units Agreement [461]**

Subject: Compensation Study and New Classification Implementation for certain classifications in Addenda A, D, and E

Background:

1. THIS AGREEMENT is entered into by and between King County (the County), the Teamsters Local 117, 461 Appendix and shall be binding individually and collectively upon the date of execution of this Agreement.

2. The parties have tentatively agreed to a new 2026-2028 CBA, which is a successor Agreement to the 2021-2025 CBA. This agreement is subject to full ratification by the parties.

3. The County acknowledges that Teamsters 117 has expressed interest in having continued discussions on the wage ranges established for the classifications listed in the Teamsters 117 Joint Units Appendix 461. Additionally, the Union acknowledges that the County intends to create one new Roads Maintenance classification in the Roads Division. To that end, the Parties have agreed to the following:

Agreement:

1. Each party will conduct a study that will cover internal and external market comparability of the below listed classifications to comparable public sector workers and take into account customary analysis, including but not limited to, selection of appropriate job matches at comparable employers, and conducting a total compensation analysis of wages, leaves, benefits and retirement.

- Facilities Management Division Utility Worker II
- King County International Airport Utility Worker II
- Solid Waste Division Utility Worker II
- Facilities Management Division Utility Worker II Lead
- King County International Airport Utility Worker II Lead
- Roads Maintenance Worker I
- Roads Maintenance Worker II
- Crew Chief (Solid Waste Division, King County International Airport)

2. Market comparability surveys conducted will utilize the following list of jurisdictions where there are known comparable positions.

- Snohomish County
- Pierce County
- City of Seattle
- City of Bellevue
- City of Tacoma
- City of Everett
- City of Redmond
- City of Renton
- City of Kent
- Port of Seattle

3. The parties agree to share their work no later than December 31, 2025, with the intention of discussing and finalizing their respective reports by the end of March 31, 2026. Each party reserves the right to disagree with data chosen by the other party, including comparable positions used within the above listed jurisdictions. The Union and the County will conduct separate salary surveys and are encouraged to share their work (for example, sharing up-to-date classification specifications and pay information retrieved from other employers). At the completion of the parties' studies of wages, they will meet to share their findings and present detailed written reports, which will include an explanation of compensation study methodologies for identifying matching job descriptions, comparing the total compensation packages of employees, including internal King County comparables and adjusting, as appropriate, for regional costs of living.

4. All Parties agree this compensation study information, in addition to consideration of King County Labor Policy 2020-004, and any recruitment or retention data, shall be used to bargain in good faith regarding wage ranges for the above listed classifications listed in Addenda A, D, and E of Appendix 461. The intent of this process is to determine whether there will be any wage range increases to any of these classifications in applicable Appendices, and the parties will bargain over the effective date of any such increases that may be agreed to.

5. This wage study does not create any precedent or historical practice.

6. New Classification Implementation for Roads Maintenance Crew Chief. The Roads Division will create a new Roads Maintenance Crew Chief classification for special ops planning units in the Roads Division. The new Roads Maintenance Crew Chief classification description is yet to be determined. As soon as administratively practical, a classification draft will be created and presented to the Union for the opportunity to provide input prior to finalization with Compensation and Classification (CCS). The new classification will be placed at range 55 of the King County Squared Table. Upon implementation of the new classification, but retroactive to January 1, 2026, all incumbent Crew Chiefs in the Roads Division will be moved to the Roads Maintenance Crew Chief classification at pay range 55.