

**Memorandum of Agreement
By and Between
King County
And
Teamsters Local 117
Teamsters Local 174
PROTEC17
Council 2**

Subject: Department of Natural Resources and Parks Return to Office Bargaining

Background:

1. On January 15, 2026 King County Department of Natural Resources and Parks (DNRP) announced a 3-day Return to Office (RTO) expectation for employees that have predominately been teleworking since the onset of the pandemic. The RTO expectation is to be implemented pursuant to Article 39 of the Coalition Labor Agreement (CLA) and consistent with the Telecommuting HR Policy 2020-0002. This agreement memorializes the Parties' bargaining regarding the impacts articulated below relating to this change.
2. On January 20, 2026 a demand to bargain was submitted on behalf of the Unions party to the Coalition who represent members working in DNRP.
3. The parties began bargaining on February 10, 2026.
4. All terms and provisions of the existing Collective Bargaining Agreements shall continue to apply.

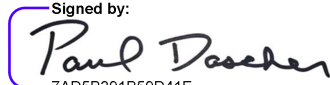
Agreement:

1. This agreement represents the terms agreed upon, and fully exhausts all bargaining obligations, except as otherwise specified herein, resulting from RTO implementation as described above.
2. DNRP employees represented by Unions signatory to this agreement that have predominately been teleworking since the onset of the pandemic will be expected to work in office for one (1) day per week beginning March 30, 2026 which shall be satisfied through time in the field, King Street Center 6th Floor Collaboration Center, or other King County worksites.
3. DNRP employees represented by Unions signatory to this agreement that have predominately been teleworking since the onset of the pandemic will be expected to work in office for two (2) days per week beginning June 30, 2026.

4. DNRP employees represented by Unions signatory to this agreement that have predominately been teleworking since the onset of the pandemic will be expected to work in office for three (3) days per week no earlier than January 1, 2027, preceded by as much advanced notice as possible to the Unions listed below consistent with the CBA, but not less than thirty (30) days.
5. To the extent an employee represented by the Unions requests assistance complying with RTO directives, the employee and Human Resources will work to identify options and the representing Union will be notified.
6. DNRP employees represented by Unions signatory to this agreement must submit a Telecommuting Agreement that complies with the terms of this agreement and in accordance with Article 39 of the CLA, and their respective Appendix Agreements, by June 30, 2026.
7. The County (DNRP) and the Unions will meet monthly (or as needed) for special Labor Management Committee to discuss the ongoing opportunities and challenges of RTO.
8. The County will bargain over any additional identified impacts to the extent required by law.
9. Unions withdraw any active DNRP RTO grievance at the time of settlement of this matter.
10. REOPENER: During the term of this Agreement, the County may propose modifications to the working conditions and/or establish new policies that affect telecommuting conditions, provided that advance written notice is given to the Union, except in cases of emergency, and the Union shall be provided the opportunity to bargain the impacts or decision, to the extent required by law.
11. DEFERRAL: To the extent that components of the telecommuting bargaining conflicted and/or are more appropriately discussed as a matter of negotiations over the Coalition Labor Agreement (CLA), its Appendices, or any other existing CBA, the Parties mutually agree to defer such matters to other bargaining tables.
12. ORDER OF PRECEDENCE: Should the County sign any agreements with the King County Coalition of Unions that address the same topics bargained within this Agreement, the agreement with the Coalition of Labor Unions shall supersede and take precedence over this Agreement.
13. DURATION: This Agreement expires on the expiration of the CLA and will expire in its entirety unless incorporated into the successor CBA.

040	Professional and Technical Employees, Local 17 - Departments: Executive Services, Local Services, Natural Resources and Parks
048	Professional and Technical Employees, Local 17 - Information Technology
065	Professional and Technical Employees, Local 17 - Supervisors - Departments: Executive Services, Local Services, Natural Resources and Parks
066	Professional and Technical Employees, Local 17 - Section Managers - Departments: Local Services, Natural Resources and Parks
154	Teamsters Local 117 - Professional & Technical and Administrative Employees
156	Teamsters Local 117 - Wastewater Treatment Division, Professional & Technical and Administrative Support - Department of Natural Resources and Parks
157	Teamsters Local 117 - Wastewater Treatment Division, Supervisors - Department of Natural Resources and Parks
159	Teamsters Local 117 - Wastewater Treatment Division, Managers and Assistant Managers - Department of Natural Resources and Parks
160	International Brotherhood of Teamsters Local 174
275	Washington State Council of County and City Employees, Council 2, Local 1652R - Industrial and Hazardous Waste
461	Teamsters Local 117 – Joint Units Agreement

For Teamsters Local Union No. 117:

Signed by:

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Paul Dascher
 Secretary-Treasurer

4/27/2026

Date