

**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.

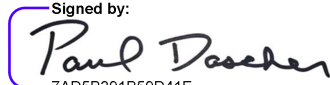
**Agreement:**

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 6<sup>th</sup> 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:**

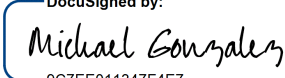
Signed by:  
  
7AD5B391B59D41F

Paul Dascher  
 Secretary-Treasurer

4/27/2026

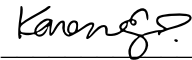
Date

**For Teamsters Local Union No. 174:**

DocuSigned by:  
  
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Michael Gonzales  
Staff Director

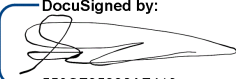
4/27/2026  
Date

**For PROTEC17:**

  
Karen Estevenin  
Executive Director

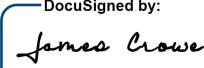
Date

**For Council 2:**

DocuSigned by:  
  
558CF35390AF418...  
Suzette Dickerson  
Staff Representative

4/27/2026  
Date

**For King County:**

DocuSigned by:  
  
CC4A46B1BF89463...  
James Crowe  
Labor Negotiator – Senior  
King County Executive Office Labor Relations

4/24/2026  
Date

## Certificate Of Completion

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Source Envelope:

Document Pages: 4

Certificate Pages: 6

AutoNav: Enabled

Envelopeld Stamping: Enabled

Time Zone: (UTC-08:00) Pacific Time (US & Canada)

Status: Sent

Envelope Originator:

James Crowe

11943 Sunset Hills Rd

Reston, VA 20190

jacrowe@kingcounty.gov

IP Address: 198.49.222.20

## Record Tracking

Status: Original

4/24/2026 7:17:40 PM

Security Appliance Status: Connected

Holder: James Crowe

jacrowe@kingcounty.gov

Pool: FedRamp

Location: DocuSign

## Signer Events

James Crowe

jacrowe@kingcounty.gov

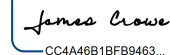
Labor Relations Negotiator

King County

Security Level: Email, Account Authentication  
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## Signature

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Signed: 4/24/2026 7:21:25 PM

### Electronic Record and Signature Disclosure:

Not Offered via Docusign

Karen Estevenin

karen@pte17.org

Executive Director

PROTEC17

Security Level: Email, Account Authentication  
(None)

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Resent: 4/27/2026 8:55:35 AM

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Accepted: 3/31/2022 10:13:33 AM

ID: 603bab73-d9d1-4a48-a6c5-a0c2583fdc5b

Michael Gonzalez

mgonzales@teamsters174.org

Security Level: Email, Account Authentication  
(None)

DocuSigned by:



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Signature Adoption: Pre-selected Style

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Accepted: 5/17/2022 9:58:36 AM


ID: d7819138-52a8-4365-b31a-cb813e452a35

Paul Dascher

Docusign@teamsters117.org

Security Level: Email, Account Authentication  
(None)

Signed by:



7AD5B391B59D41E...

Signature Adoption: Uploaded Signature Image

Using IP Address: 70.98.106.243

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Signed: 4/27/2026 9:43:09 AM

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Suzette Dickerson SuzetteD@council2.com Security Level: Email, Account Authentication (None)	 <p>558CF35390AF418...</p>	Sent: 4/24/2026 7:21:10 PM Viewed: 4/27/2026 8:14:40 AM Signed: 4/27/2026 8:17:24 AM

Signature Adoption: Drawn on Device  
 Using IP Address:  
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 Signed using mobile

**Electronic Record and Signature Disclosure:**  
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In Person Signer Events	Signature	Timestamp
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Editor Delivery Events	Status	Timestamp
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Agent Delivery Events	Status	Timestamp
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Intermediary Delivery Events	Status	Timestamp
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Certified Delivery Events	Status	Timestamp
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Kristen Kussman kristen@protec17.org Security Level: Email, Account Authentication (None)	 <p>Using IP Address: 173.10.101.249</p>	Sent: 4/27/2026 2:58:31 PM Viewed: 4/27/2026 4:00:56 PM
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**Electronic Record and Signature Disclosure:**  
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Louis Garcia louis@pte17.org Security Level: Email, Account Authentication (None)	 <p>Using IP Address: 24.56.233.156</p>	Sent: 4/27/2026 2:58:32 PM Viewed: 4/27/2026 2:59:02 PM
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 Accepted: 4/27/2026 2:59:02 PM  
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Raquel Binford raquel@protec17.org Security Level: Email, Account Authentication (None)	 <p>Using IP Address: 173.10.101.249</p>	Sent: 4/27/2026 2:58:32 PM Viewed: 4/28/2026 10:01:57 AM
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**Electronic Record and Signature Disclosure:**  
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Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Certified Delivered	Security Checked	4/27/2026 8:14:40 AM
Signing Complete	Security Checked	4/27/2026 8:17:24 AM

<b>Payment Events</b>	<b>Status</b>	<b>Timestamps</b>
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**Electronic Record and Signature Disclosure**

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If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

### **Consequences of changing your mind**

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

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Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

### **How to contact King County Sub Account - Office of Labor Relations:**

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: [bmconnaughey@kingcounty.gov](mailto:bmconnaughey@kingcounty.gov)

### **To advise King County Sub Account - Office of Labor Relations of your new email address**

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at [bmconnaughey@kingcounty.gov](mailto:bmconnaughey@kingcounty.gov) and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

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To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to [bmconnaughey@kingcounty.gov](mailto:bmconnaughey@kingcounty.gov) and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

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- ii. send us an email to [bmcconnaughey@kingcounty.gov](mailto:bmcconnaughey@kingcounty.gov) and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

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To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to ‘I agree to use electronic records and signatures’ before clicking ‘CONTINUE’ within the DocuSign system.

By selecting the check-box next to ‘I agree to use electronic records and signatures’, you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify King County Sub Account - Office of Labor Relations as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by King County Sub Account - Office of Labor Relations during the course of your relationship with King County Sub Account - Office of Labor Relations.