

**Coalition Labor Agreement (CLA) - Appendix for 350
Agreement Between King County
And
Joint Crafts Council, Construction Crafts**

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1 These articles constitute an agreement, the terms of which have been negotiated in good faith
2 between King County (County) and the Joint Crafts Council (Union), whose represented employee
3 classifications are listed in Addenda A-H. This agreement shall be subject to approval by ordinance
4 by the Metropolitan County Council (Council) of King County, Washington.

5 **ARTICLE 1: PURPOSE AND APPLICATION OF THE COALITION LABOR**

6 **AGREEMENT**

7 The purpose of this Appendix is to promote the continued improvement of the relationship
8 between the County and its employees through their Union. The Articles of this Appendix, in
9 addition to those Articles in the Coalition Labor Agreement (CLA), set forth the wages, hours, and
10 working conditions for the bargaining unit employees.

11 **1.1** The CLA shall apply to the individual bargaining unit’s employees as follows:

12 **1.1.1** The Preamble in its entirety.

13 **1.1.2** All Superseding and non-superseding provisions, unless otherwise noted in
14 Section 1.2 below or in the CLA.

15 **1.2** The following non-superseding articles do not apply to this bargaining unit (e.g.):

16 **1.2.1** Article 43 “After Hours Support”

17 **ARTICLE 2: UNION RECOGNITION AND INDEMNIFICATION**

18 **2.1 Recognition** - The County recognizes the Union as the exclusive bargaining
19 representative of all regular, probationary, term-limited temporary and temporary employees whose
20 job classifications are in the work units listed in the attached Addenda.

21 **2.2 Indemnification** - The Union will indemnify and hold the County harmless against any
22 claims made and against any suit instituted against the County on account of any check-off of dues
23 and initiation fees for the Union. The Union agrees to refund to the County any amounts paid to it in
24 error upon presentation of proper evidence thereof.

1 **ARTICLE 3: MANAGEMENT RIGHTS**

2 **3.1 General** - The Union recognizes the prerogatives of the County to operate and manage its
3 affairs in all respects in accordance with its responsibilities and powers of authority, subject to the
4 terms and conditions of this Appendix.

5 **3.2 Rights Enumerated** - Unless modified by this Appendix, the County shall have the right
6 to determine staffing levels and work locations; recruit, examine, hire, appoint, promote, train, layoff,
7 and discipline and discharge regular employees for just cause; direct and assign the work; assign
8 employees to work locations within the division; develop and modify classification specifications;
9 allocate positions to those classifications; allocate employees to those positions; determine work
10 shifts and work schedules; schedule and assign overtime work; establish the methods, means and
11 processes by which work is performed; establish rules; and the right to take whatever actions are
12 necessary in emergencies in order to assure the proper functioning of the work units.

13 **ARTICLE 4: CLASSIFICATIONS AND RATES OF PAY**

14 **4.1 Wage Rates** - The classifications of employees covered by this Appendix and the
15 corresponding rates of pay are set forth within Addenda “A” through “H” which are attached hereto
16 and made a part of this Appendix.

17 **4.2 Step Advancement** - A regular employee may be hired at Step 1 of the wage range
18 provided under the addendum covering the classification or above Step 1 as provided under the
19 County’s Personnel Guidelines. Upon successful completion of the probationary period for the initial
20 hire into the classification, the employee will move from the initial Step hired to the next wage Step
21 in the wage range, if hired at Step 1. If the employee is hired above Step 1, moving to the next Step
22 is at the hiring authority’s discretion within the first year after hire. Step increases thereafter will be
23 annually, on the date of the first Step movement after the initial hire into the classification until the
24 top Step is reached. An employee working less than full-time will receive Step increases prorated
25 based on the full-time work schedule of the work unit.

1 **4.2.1.** Employees whose classifications are in the Facilities Management Division
2 (FMD) and who start at the first Step, shall advance to the next step on the January 1 following
3 successful completion of probation, provided the employee had successfully completed probation on
4 or before September 30th. Advancement to the next step on the January 1 following successful
5 completion of probation is at FMD management’s discretion if the employee is hired above the first
6 Step. Step increases thereafter will be annually, on the date of the first Step movement after the
7 initial hire into the FMD classification until the top Step is reached. An FMD employee working less
8 than full-time will receive Step increases prorated based on the full-time work schedule of the work
9 unit.

10 **4.3 Step on Promotion** - A regular employee who is promoted from one classification to a
11 higher paying classification will be placed into the pay Step providing at least a five (5) percent
12 increase in their base hourly rate of pay not to exceed the top pay Step of the higher paying
13 classification.

14 **4.4 Short-term Temporary Employee Benefits** - Temporary employees are not entitled to
15 medical, dental, or comprehensive leave benefits. However, a temporary employee may be eligible
16 for participation in the Union’s Health and Welfare Trust as provided under the addendum, where
17 applicable. The temporary employee may also be eligible to receive other compensation provided
18 under King County Code, as amended, in the event the employee exceeds the rolling year working
19 hours threshold. If the Affordable Care Act grants temporary employees additional benefits beyond
20 which they are currently entitled, the County will abide by the new law.

21 **4.5 Temporary/Regular Positions** - Temporary employees will not be used to supplant
22 regular positions.

23 **4.6 General Wage Increase (GWI)** - General Wage Increase (GWI) adjustments will be in
24 accordance with the CLA.

25 **4.7 Lead Assignment** - An employee may be temporarily assigned in writing by the
26 manager/designee to perform lead duties. The employee will be paid seven and one-half (7-1/2)

1 percent above their base hourly rate of pay. In the event that the employee works as a lead in excess
2 of thirty (30) continuous days, all compensated hours will be at the higher rate of pay. This provision
3 will be superseded by lead level classifications in the attached addenda, if such classifications have a
4 higher wage rate than the employee's base hourly rate of pay.

5 **ARTICLE 5: HOURS OF WORK**

6 **5.1 Standard Five-Eight (5-8) Work Schedule** - The standard work schedule will consist of
7 five (5) consecutive work days not to exceed eight (8) hours each, exclusive of the meal period and
8 not to exceed forty (40) hours per workweek, Monday through Friday inclusive.

9 **5.1.1 Four-Ten (4-10) Work Schedule** - There may be established a work schedule
10 comprising of four (4) consecutive work days of ten (10) consecutive hours each work day exclusive
11 of the meal period and not to exceed forty (40) hours per workweek. An established four-ten (4-10)
12 work schedule will provide for three (3) consecutive days off, one of which will be a Saturday and/or
13 a Sunday.

14 **5.1.2 Additional Work Schedules** - By mutual agreement, additional work
15 schedules may be established for each Appendix.

16 **5.2 First Shift** The pay rate for an employee assigned to work on a shift beginning between
17 the hours of 5:00 A.M. and 11:59 A.M. will be considered to be the employee's base hourly rate of
18 pay on first shift.

19 **5.2.1 Second Shift** - An employee assigned to work on a shift beginning between the
20 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
21 base hourly rate of pay. An employee who is regularly assigned to the second shift will have all
22 compensable time paid at the higher rate of pay.

23 **5.2.2 Third Shift** - An employee assigned to work on a shift beginning between the
24 hours of 9:00 P.M. and 4:59 A.M. will be paid a shift premium of fifteen (15) percent. An employee
25 who is regularly assigned to the third shift will have all compensable time paid at the higher rate of
26 pay.

1 **5.2.3 Overtime** - The additional hourly compensation (shift premium) paid to
2 employees assigned to second or third shift will not be paid for overtime hours worked by employees
3 who are assigned to first shift.

4 **5.3 Bid Postings** - Except in situations where the shift or schedule was established pursuant
5 to the Alternative Work Arrangement Policy, all newly established or changed regular work
6 schedules (days of work), shifts (hours of work) and vacant positions in the work unit will be posted
7 on work site bulletin boards. Employees within the specific classification in the affected work unit
8 will have the opportunity to bid by seniority order for the work schedule, shift or vacancy. Absent
9 adequate interest, the County may assign employees within the classification in the affected work unit
10 to the remaining work schedules, shifts or vacancies by using inverse seniority order. Changes to
11 work schedules or shifts will normally require a fourteen (14) calendar days notice to affected
12 employees. Work units are defined in each Addendum.

13 **5.3.1 Altering of Work Schedule** - No employee will have their work schedule
14 altered for the purpose of avoiding the payment of overtime except when an employee bids for such
15 change as provided in Section 5.3. No employee will be required to work on their scheduled day off
16 in lieu of the employee’s scheduled workday. An employee will not receive overtime pay for
17 working on Saturday and/or Sunday if the day(s) are part of their regular work schedule.

18 **5.4 Temporary Work Schedule and/or Shift Change** - The manager/designee may
19 temporarily change an employee’s work schedule and/or shift for planned projects, for training and
20 for covering a shift due to an absence or vacancy. Such change will normally require at least fourteen
21 (14) calendar days notice to the employee, except when the County has less than fourteen (14)
22 calendar days notice and the change is made to cover an absence or vacancy.

23 **ARTICLE 6: CONTRACTUAL OVERTIME AND PREMIUMS**

24 **6.1 Contractual Daily Overtime** – Contractual daily overtime shall be paid to employees
25 who work more than their regularly scheduled workday, inclusive of alternative work schedules, at
26 the contractual overtime rate at the time the overtime work is performed.

1 **6.1.1 Contractual Weekly Overtime** – Contractual Weekly overtime shall be paid to
2 employees for all hours worked in excess of forty (40) hours per FLSA workweek at the contractual
3 overtime rate in effect at the time the overtime work is performed.

4 **6.1.2 Contractual Overtime Rate** – The contractual overtime rate for each overtime
5 hours worked shall be one and one-half times the combined amount of the employee’s hourly base
6 rate of pay, as specified in the Addendum wage table, plus any applicable pay premiums in effect at
7 the time the overtime is worked that are contractually required to be included when calculating the
8 contractual overtime rate. If the Fair Labor Standards Act (FLSA) requires a higher rate of pay for
9 any overtime hours worked, the employee shall be paid the higher rate of pay pursuant to the FLSA.

10 **6.2 Overtime Authorization** - All overtime will be authorized in advance by the
11 manager/designee in writing, except in emergencies. Saturday and Sunday work will not be
12 considered overtime when it is a regularly scheduled workday for the employee.

13 **6.3 Scheduled overtime work** - Scheduled overtime work normally will be offered to full-
14 time regular, then part-time regular employees prior to all other employees except in those instances
15 where regular employees are not readily available, or when it is an extension of the workday for an
16 employee or work crew, or as provided in an Addendum to this Appendix. Readily available is
17 defined as the employee not being on a leave status and is present at work or at home when called at
18 the time the overtime work is being scheduled and is in the work unit in which the overtime will be
19 worked.

20 **6.4 Eight (8) Hour Break** - An employee who is called in to work prior to their next
21 regularly scheduled shift and who works no less than twelve (12) hours without at least eight (8)
22 hours break before the start of their next regularly scheduled shift will, upon request, be relieved from
23 their next regularly scheduled shift. The employee can be directed by the County, for safety reasons,
24 to not work their next regularly scheduled shift. In either of the above instances, the employee will
25 receive overtime pay for all such overtime hours worked but may receive no pay for the regularly
26 scheduled shift from which the employee was relieved.

1 **6.5 Compensatory Time Off** - Compensatory time off will be by written mutual agreement
2 between the employee and the manager/designee. The request to earn compensatory time off must be
3 initiated by the employee. Compensatory time off is subject to accrual and use in accordance with
4 the Personnel Guidelines. Compensatory time off will be earned under the same conditions as
5 overtime in accordance with Section 6.1. Compensatory time must be used during the calendar year
6 in which it is accrued unless this is not feasible due to work demands. The employee may then
7 request, and the department director may approve, the carryover of a maximum of 40 hours of
8 accrued compensatory time. Employees will be paid in the pay period that includes December 31 for
9 all accrued compensatory time not carried over into the following year. Unless otherwise specified in
10 the bargaining unit's attached Addendum, compensatory hours that have been carried over must be
11 used within the first quarter of the new calendar year, or will be cashed out in the pay period that
12 includes March 31.

13 **6.6 Callout Premium** - A minimum of four (4) hours at the overtime rate will be paid for
14 each callout. Where such overtime exceeds four (4) hours, the actual hours worked will be paid at
15 the overtime rate.

16 **6.6.1 Callout** - A "callout" will be defined as a circumstance where an employee has
17 left the work premises and is subsequently required to report back to work prior to their normally
18 scheduled shift. An employee who is called out before the commencement of their regular shift will
19 be compensated in accordance with the provisions of Section 6.6; provided, however, in the event the
20 employee is called back to work within four (4) hours of their regular shift, the employee will be
21 compensated at the overtime rate for only the hours immediately preceding the start of their regular
22 shift.

23 **6.6.2 Technical Call-out:** - In the event an employee is called by either the Employer
24 or an authorized representative of the Employer to work on a resolution for an after-hours emergency
25 utilizing their expertise to attempt to resolve a problem (whether by phone or other electronic means,
26 not on site) shall be paid a minimum of one (1) hour of work or for the hours actually worked,

1 whichever is greater at the overtime rate. It is understood by the parties that multiple phone calls
2 within the work day are not compensable at the minimum one (1) hour rate. In the event the
3 employee is required to report to the worksite, then the Technical Call-out shall be converted to a
4 Call-out, pursuant to Section 6.6.1, with a start time matching the initial call.

5 **6.7 Emergency Work Premium** - Emergency work other than the normal scheduled shift or
6 special schedule and/or shift not enumerated in Articles 5 or 6 will be credited as such and will be
7 compensated as overtime. In the event this overtime work is accomplished prior to the normal
8 working hours and the employee subsequently works their regular shift, the regular shift will be
9 compensated at the employee's base, hourly rate of pay. This provision shall not apply to Roads or
10 Fleet Services employees.

11 **6.8 Standby Premium** - An employee assigned to standby status on non-duty days, by
12 written authority of the manager/designee, will be entitled to four (4) hours of pay at the overtime
13 rate for each twenty-four (24) hour period or major portion thereof while on standby status. Any
14 work performed on non-duty days while on standby status will be compensated at the overtime rate
15 for actual time worked. An employee who is required in writing to be readily available to be called
16 into work and/or who is required to wear a "beeper," cell phone or other communication device
17 outside of their regular work hours will be considered to be on standby status.

18 **ARTICLE 7: HOLIDAY PREMIUM PAY**

19 **7.1 Holiday Premium Pay** - Work performed by a comprehensive leave-eligible employee
20 on a holiday shall be paid at the contractual overtime rate, in addition to the holiday pay.

21 **7.2 Holidays for 4-10 Employees** - A full-time comprehensive leave eligible employee on a
22 4-10 work schedule may have two (2) hours of their accrued vacation leave or compensatory time
23 applied in order to be compensated ten (10) hours for each holiday identified within Article 10 of the
24 CLA. As an alternative, employees working a 4-10 work schedule may have their schedule changed
25 by the County to a 5-8 work schedule during weeks which have a holiday.

1 **ARTICLE 8: VACATION ELIGIBILITY AND SCHEDULING**

2 **8.1** Regular, probationary, provisional and term-limited temporary employees (herein
3 referred to as: “comprehensive leave eligible employees”) will accrue vacation leave benefits as
4 described in and further qualified by CLA Articles 9 and 32.

5 **8.1.1 Part-time Employees** - Comprehensive leave eligible employees who work a
6 part-time work schedule will accrue vacation leave in accordance with the vacation leave schedule set
7 forth in CLA Article 32, prorated to reflect their normally scheduled work week.

8 **8.2 Payout Under VEBA** - Except as modified by a VEBA agreement, a comprehensive
9 leave eligible employee will be paid for accrued vacation leave to their date of separation in
10 accordance with CLA Article 32.

11 **8.3 Partial Day Increments** - Vacation leave may be used in one-quarter (1/4) hour
12 increments at the discretion of the manager/designee.

13 **8.4 Vacation Scheduling** - The manager/designee will be responsible for scheduling the
14 vacation of employees in such a manner as to achieve the greatest vacation opportunity for the
15 employees while maintaining the efficient functioning of the work unit.

16 **8.5 Notification While on Paid Vacation or Compensatory Time Off** - If a comprehensive
17 leave eligible employee is injured or becomes ill while on paid vacation or compensatory time off, in
18 order to receive sick leave for that time, the employee must notify the manager/designee on the first
19 day of the injury or illness, either by telephone, email, text message, fax, or by letter postmarked the
20 first day of the injury or illness. However, if it is physically impossible to give the required notice on
21 the first day, notice must be sent as soon as possible and must be accompanied by an acceptable
22 showing of reasons for the delay. A doctor’s statement or other acceptable proof of the injury or
23 illness, while on vacation or compensatory time off must be presented regardless of the number of
24 days involved.

25 **8.6 Term-Limited Temporary Employees** - A term-limited temporary employee who,
26 contiguous with their term-limited temporary employment becomes a regular employee shall have

1 their accrued vacation leave accruals carry over with such regular appointment and the accrual rate
2 will be determined based on their date of hire in the term-limited temporary position.

3
4 **ARTICLE 9: SICK LEAVE** – See CLA Article 11, CLA Article 31, and the following

5 **9.1 Partial Day Increments** - Sick leave may be used in one quarter (1/4) hour increments at
6 the discretion of the manager/designee.

7 **9.2 Unpaid Leave** – See also CLA Article 11, CLA Article 31, and following

8 **9.2.1 Temporary Transfer** - If an employee requests intermittent leave or leave on a
9 reduced leave schedule, under CLA Article 31.7, that is foreseeable based on planned medical
10 treatment, the manager/designee may require the employee to transfer temporarily to an available
11 alternative position for which the employee is qualified and that has equivalent pay and benefits and
12 that better accommodates recurring periods of leave than the regular position of the employee.

13 **9.2.2 Return to Work from Unpaid Leave** - An employee who returns from unpaid
14 family or medical leave within the time provided in CLA Article 11 is entitled, subject to layoff
15 provisions, to the same seniority accrued before the date on which the leave commenced.

16 **9.3 Term-Limited Temporary Employees** - A term-limited temporary employee who,
17 contiguous with their term-limited temporary employment becomes a regular employee shall have
18 their accrued sick leave accruals carried over with the regular appointment.

19 **ARTICLE 10: SENIORITY - LAYOFF AND RECALL**

20 **10.1 Seniority Rights** - Regular employees will be afforded the right to utilize their seniority
21 as hereinafter defined for the purposes specifically provided for within this Appendix.

22 **10.2 Probation** - An employee will be recognized as having attained seniority and regular
23 employee status when such employee has successfully completed a probation period equivalent of six
24 (6) months worked in a career service position based on a full-time work schedule in a classification
25 covered by this Appendix. Probation is also served when an employee is recalled from layoff,
26 transfers or is rehired, demoted or promoted. The probation period may be extended by the

1 manager/designee not to exceed a total of twelve (12) months worked. The County will notify the
2 Union of a probation extension. Upon successful completion of the probation period, the employee
3 will be assigned a classification seniority date which will be the date when the employee first
4 commenced their probation for that classification. An employee working less than a full-time work
5 schedule will have their probation prorated based on the full-time work schedule for the work unit.

6 **10.2.1** An employee who is recalled from layoff within two (2) years, or is rehired
7 within one (1) year will have their classification seniority restored upon successful completion of
8 probation.

9 **10.2.2** The movement of an active, career service employee to a different work unit,
10 work crew, or work site within the same division will not be considered a transfer that requires a
11 probation period, if the employee continues in the same job classification with substantially the same
12 duties.

13 **10.2.3 Resumption of Probationary Period Upon Recall From Layoff** - In the
14 event a regular employee is laid off during their probation period and is subsequently recalled to their
15 classification within ninety (90) calendar days from the date of layoff, the employee will be credited
16 with all days previously worked for purposes of satisfying their probation period and establishing the
17 resultant classification seniority date.

18 **10.3 Seniority Accrual While on Leave Due to Illness or Injury** - An employee will
19 continue to accrue seniority during an absence caused by an industrial injury or illness. An employee
20 who is unable to work because of a non-work related injury or illness will not accumulate seniority
21 during an unpaid leave of absence in excess of thirty (30) calendar days. However, if the employee is
22 on approved FMLA and/or KCFML qualified leave, seniority shall continue to accrue for up to
23 eighteen (18) workweeks of the qualified unpaid leave period.

24 **10.3.1 Seniority Accrual While on Leave Without Pay** - An employee on an
25 approved unpaid leave of absence in excess of thirty (30) calendar days will not accumulate seniority
26 credits during such absence except as provided under Section 10.3.

1 **10.4 Promotion and Transfer** - When a regular employee is promoted or transferred out of
2 the bargaining unit and is no longer covered under this Appendix, and returns to the bargaining unit
3 within twelve (12) months of the promotion or transfer, the employee will resume the seniority which
4 the employee had on the date of the promotion or transfer.

5 A regular employee who is promoted or transferred to another King County position and does
6 not complete the probationary period may elect to return to the former position within six (6) months
7 if the former position is vacant and available. If the position is not available, and as a result the
8 employee separates from County service, the employee will be entitled to recall rights to the former
9 classification in accordance with Section 10.9, as if the employee had been laid off on the date of
10 separation.

11 **10.5 Seniority will be defined as follows:**

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

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

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

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

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

25 **10.6 Forfeiture of Seniority** - Seniority rights will be forfeited for any of the following
26 causes:

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

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

8 **10.7 Reduction in Work Force Procedure** - In the event of a reduction-in-force, the County
9 will layoff the regular employee in the classification affected who has the least Classification
10 Seniority within their division. Prior to any layoff, all term-limited temporary, provisional,
11 temporary and probationary employees in the classification within the affected division of the
12 department will be separated first. Where two (2) or more regular employees have the same
13 Classification Seniority, the more senior employee will be the one who has the most seniority by
14 applying the following seniority tie breakers in this order: 1) Division, 2) Department, 3) Bargaining
15 Unit, 4) County, 5) total number of compensated hours, 6) a random method by mutual agreement.

16 **10.8 Bumping Rights** - A regular employee who becomes displaced due to a reduction-in-
17 force will be permitted to use their Classification Seniority to displace or “bump out” the least senior
18 regular employee occupying the same classification. The employee will also be permitted to use their
19 bargaining unit seniority to displace or “bump out” the least senior regular employee occupying a
20 classification within which the bumping regular employee had previously attained seniority status.
21 Employees who exercise their “bumping” rights under this section shall not be required to serve a
22 probationary period in the new position. Regular employees in the Parks Division who were in a
23 classification covered by this Appendix prior to January 1, 1992 will accrue seniority as of January 1,
24 1992 for purposes of being able to exercise their bumping rights as provided under this Article.

25 **10.8.1 Displaced Employees** - A regular employee who becomes displaced due to
26 another regular employee’s exercise of Section 10.8, will also be afforded the right to displace or

1 “bump out” the least senior regular employee in their classification in a similar manner.

2 **10.9 Recall from Layoff** - A regular employee displaced due to a reduction-in-force will be
3 recalled to their classification in the inverse order of layoff subject to their ability to perform the work
4 of the position for which the employee is recalled. A regular employee will be removed from the
5 recall list after two (2) years from the date of layoff, or the employee is recalled, or the employee fails
6 to accept or report to work after being recalled, or the employee requests to be removed from the
7 recall list.

8 **ARTICLE 11: MISCELLANEOUS**

9 **11.1 Seniority Lists** - The County will transmit to the Union upon request, but not more than
10 twice per year, a list of all employees in the bargaining unit. Such list will indicate the name of the
11 employee, job classification, classification seniority date and work unit.

12 **11.2 Road and River Improvement Employees** - All County Road and River Improvement
13 employees will be allowed pay from time of reporting to a designated headquarters and will end
14 when the employee returns from the field to such headquarters.

15 **11.3 Rain Gear** - The County will provide rain gear for all employees working in inclement
16 weather as needed.

17 **11.4 King County Labor-Management Committee(s)** - The County and the Union
18 recognizes the importance of a collective bargaining and employee relations climate in the County
19 that encourages cooperative efforts and joint problem-solving amongst all involved parties to better
20 serve the public, increase productivity, reduce waste, improve safety, improve morale, and recruit,
21 train and retain quality employees. In the interest of meeting these challenges, the County and the
22 Union agrees to establish labor-management committee(s) where mutually agreed.

23
24 **11.5 Biweekly Payroll** - The parties agree the County has the right to implement a common
25 biweekly payroll system that will standardize pay practices and Fair Labor Standards Act work
26 weeks. The parties agree that applicable provisions of this Appendix may be re-opened at any time

1 during the life of this agreement by the County for the purpose of negotiating these standardized pay
2 practices, to the extent required by law.

3 **11.6 Shop Stewards** - Shop stewards may conduct representational responsibilities including
4 but not limited to grievance investigations, attending grievances, attending labor management
5 meetings, official contract negotiations (number of employees to be determined at the bargaining
6 teams at the onset of negotiations) Weingarten and Loudermill meetings during their regular
7 scheduled shift, without a loss of regular compensation, if excused from work by the employee's
8 manager/designee.

9 **11.7 Safety** - The County, Union and employees agree to comply with all applicable safety
10 laws and regulations. In the event an employee discovers or identifies an unsafe condition the
11 employee will immediately notify the manager/designee. No employee will be disciplined for
12 reporting an unsafe condition. No employee will be required to use unsafe equipment or work in an
13 unsafe environment.

14 **11.8 Apprenticeship Utilization** - By mutual agreement, the County and the Union agrees to
15 enter into Apprenticeship Participation Agreements to establish and maintain ongoing apprentice
16 hiring within the Joint Crafts having established Apprenticeship Programs. Such apprentice hiring
17 will conform to the individual Apprenticeship Standards.

18 **11.9 Filling of Vacant Positions** – See also CLA Article 18 - Prior to the initiation of any
19 open competitive process to fill a vacant bargaining unit position, the County will provide notice of
20 the vacancy to all regular employees within the classification within the bargaining unit. Any regular
21 employee in the bargaining unit holding a position within the same classification as that of the vacant
22 position will be given the opportunity to apply for the position. The appointment will be made to the
23 applicant who the County determines has the knowledge, skills and ability to fill the position. Where
24 the knowledge, skills and ability of the applicants are equal, the position will be awarded on the basis
25 of classification seniority. This provision is not applicable to employees who hold a different
26 employment status (i.e., part-time and full-time) than that of the vacant position in the classification.

1 **11.10 Pension Trusts** - The County agrees to re-open negotiations during the term of this
2 Appendix upon request by any signatory Union, solely for the purpose of negotiating procedures and
3 policies for employees covered by this Appendix to participate in a Union Pension Trust. The parties
4 understand and agree that the Union will conduct a membership vote to determine whether the
5 membership will participate in a Pension Trust, and that if a majority of members represented by one
6 of the Unions signatory to this Appendix vote in favor of participation, all members must participate.
7 The parties further agree that participation in a Pension Trust shall not result in an increase of pay for
8 any employees covered by this Appendix.

9 **11.11 Camera Usage** – The County expressly agrees that any real time viewing is for
10 operational reasons and will not be used for surveillance of employees for the purpose of disciplinary
11 action. The County will not request copies of camera footage from IT for the purpose of disciplinary
12 action unless it has a documented good-faith reason to do so, based upon a reasonable suspicion an
13 employee has committed an offense that could result in discipline. The County agrees not to request
14 or view camera footage, without any other evidence, involving an employee who may have
15 committed a violation of some rule or policy which could result in disciplinary action (no fishing
16 expeditions). The County agrees to comply with requests from the Union for camera footage where
17 discipline or the potential to issue discipline exists.

18 **11.12 Footwear** – See also CLA Article 42. Any unused portion of this allowance, not to
19 exceed \$200.00, can be carried over from one year to the next.

20
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22 **ARTICLE 12: WORK STOPPAGES AND EMPLOYER PROTECTION**

23 **12.1 Work Stoppages** - The County, the Council, and the Unions agree that the public
24 interest requires efficient and uninterrupted performance of all County services and to this end pledge
25 their best efforts to avoid or eliminate any conduct contrary to this objective. Specifically, the
26 Unions will not cause or condone any work stoppage, including any strike, slowdown, or refusal to

1 perform any customarily assigned duties, sick leave absence which is not bona fide, or other
2 interference with County functions by employees under this Appendix and should same occur, the
3 involved Union will take appropriate steps to end such interference. Any concerted action by any
4 employee in any bargaining unit will be deemed a work stoppage if any of the afore-referenced
5 activities have occurred contrary to the provisions of this Appendix. Being absent without authorized
6 leave will be considered as an automatic resignation. Such a resignation may be rescinded by the
7 department head if the employee presents satisfactory reasons for their absence within three (3)
8 calendar days of the date their automatic resignation became effective.

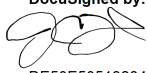
9 **12.2 Employer Protection** - Upon notification in writing by the County to the Union that
10 any of its represented employees are engaged in a work stoppage, the Union will immediately, in
11 writing, order such represented employees to immediately cease engaging such work stoppage and
12 provide the County with a copy of such order. In addition, if requested by the County, a responsible
13 official of the Union will publicly order such Union represented employees to cease engaging in such
14 work stoppage.

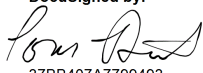
15 **12.3 Discipline** - Any employee participating in such work stoppage or in other ways
16 committing an act prohibited in this Article will be subject to disciplinary action in accordance with
17 the County's work rules up to and including discharge, suspension, or other disciplinary action as
18 may be deemed applicable to such employee.


19 **ARTICLE 13: REOPENER** - Contract negotiations for the succeeding contract may be initiated by
20 either party by providing to the other written notice of its intention to do so at least sixty (60) days
21 prior to December 31, 2024.


For the Joint Crafts Council:

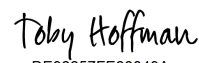
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Jeff Thorson, Contracts Administrator
Pacific Northwest Regional Council of Carpenters

DocuSigned by:

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Tommy Hunt, Business Representative
International Association of Machinists and Aerospace
Workers Local 289

DocuSigned by:

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Robert Purves, Field Representative
International Brotherhood of Boilermakers, Iron Ship
Builders, Blacksmiths, Forgers and Helpers
Lodge No. 104

DocuSigned by:

BE83B9C2234A48A...
Gillian Burlingham, Public Sector Business
Representative
International Brotherhood of Electrical Workers
Local 46

DocuSigned by:

DE92257FE28849A...
Toby Hoffman, Field Representative
International Union of Painters and Allied Trades
District Council 5

DocuSigned by:

E784A3E1056654A0...
Mike Kunkel, Plumber Business Agent
United Association of Plumbers and Pipefitters
Local 32

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DocuSigned by:
Thomas Shelton
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Thomas Shelton, Business Representative
International Union of Operating Engineers
Local 286

DocuSigned by:
Kathy Wilkens
0790AE2D00E440A

Kathy M. Wilkens, Business Agent
Laborers' International Union of North America
Local 242

For King County:

DocuSigned by:
Lacey O'Connell
C94CBED6540E400...

Lacey O'Connell, Labor Relations Negotiator Senior
Office of Labor Relations, Executive Office

1 **CBA: 350**

Union Code: T4L

2 **ADDENDUM A**3 **Pacific Northwest Regional Council of Carpenters**

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5 This **ADDENDUM** modifies the Appendix by adding to, modifying or supplanting specific
6 provision(s) therein.

8 Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range	Steps
9 8100100	811103	Carpenter I	50	1-2-3-4-5*
10 8100300	811203	Carpenter I - Lead	53	1-2-3-4-5*
11 8100200	811303	Carpenter II	54	1-2-3-4-5*
12 * These Steps equate to Steps 2-4-6-8-10 on the King County "Squared" Pay Schedule				

13
14
15 **A.1 Steps** - An employee who is hired into a regular position and who has successfully
16 completed a State Apprenticeship program in the craft hired, or who can supply documentation of a
17 minimum of five thousand two hundred (5200) hours of journey level work performance, will start at
18 Step 6 and advance to Step 10 on successful completion of probation.

19 **A.2 Short-term Temporary Employees** - A temporary journey level employee will be hired
20 at Step 3, or at a higher step at the County's discretion. In addition, the County will pay the full
21 hourly contribution rate into the medical portion of the Carpenter's Health and Welfare Trust on
22 behalf of the employee for each hour in pay status.

23 **A.3 Tools** - No employee will be required to furnish tools for work. The County will provide
24 the tools necessary to perform the assigned work.

25 **A.4 Work Units** - Work units will be defined as those County divisions in which represented
26

1 employees are regularly assigned to work.

2 **A.5 Apprenticeship Program** - If, during the term of this Agreement, the County and Union
3 decide to create or participate in an Apprenticeship program, the parties agree to re-open
4 negotiations, at the request of either party, to negotiate amendments or additions to this Addendum
5 related to apprenticeships.

6 **A.6** Each employee will have a regularly assigned site to report at the beginning of the work
7 shift. The regular reporting site may be changed with two (2) weeks written notice. An employee
8 may be temporarily assigned to report at a different work site based on County business needs, or the
9 supervisor may allow an employee to report to a temporary work site for a specified period of time, if
10 compatible with County business needs. Assigned travel to and from job sites during the shift will be
11 on paid time and at County expense.

12 **A.7 Assignment of Overtime - (A.7 applies only to the King County Roads Division**
13 **Carpenter Group.)** Unscheduled overtime and non-project overtime will be offered first to the most
14 senior Carpenter and if declined to the next most senior Carpenter until the offer is accepted. Should
15 there be no Carpenter willing to accept the overtime assignment the least senior Carpenter will be
16 required to staff the overtime assignment. This overtime list (“wheel”) methodology requires that
17 those carpenters that decline the overtime assignment fall to the bottom of the overtime wheel as the
18 cycle continues. This overtime wheel methodology will not be ordinarily utilized for scheduled
19 projects that incur overtime. It is the intent of the parties that carpenters working overtime on
20 scheduled projects remain on the project’s overtime assignment whenever possible. Should a need
21 arise requiring the replacement of a carpenter on a project overtime assignment the County will
22 utilize the overtime wheel whenever practicable. Should the County determine that the utilization of
23 the overtime wheel to be impracticable for scheduling project overtime, it may at its discretion
24 directly assign the project overtime to a carpenter of its choosing.

25 **A.8 Work Clothing** – The County shall provide “double front” work pants to Carpenters.
26 Furthermore, the parties agree to convene a Labor-Management Committee in affected Departments

1 as soon as feasible after the implementation of this Agreement for the purpose of discussing types of
2 clothing most appropriate for the Carpenters in that particular work unit.

3 **A.9 Western Washington Training Trust** – The County and the Pacific Northwest
4 Regional Council of Carpenters agree to continue discussions concerning contributions to the
5 Western Washington Training Trust for Journeyman Carpenter Skill Enhancement training
6 contingent upon the Training Trust’s future decisions on how to create a process and the cost for
7 public sector employer access. Furthermore, the parties agree to continue discussions concerning the
8 application of the Western Washington Apprenticeship Training Program for the purpose of
9 succession planning.

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1 **CBA: 350**

Union Code(s): T2Q, T3Q

2 **ADDENDUM B**3 **International Association of Machinists and Aerospace**4 **Workers Local 289**

5
6 This ADDENDUM modifies the Appendix by adding to, modifying or supplanting specific
7 provision(s) therein.

8	9	10	11	12	13	14	15	16	17
Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range	Steps					
8431100	845402	Heavy Equipment Body Repair Technician	50	1-2-3-4-5 *					
8410200	841204 (T3Q) 841203 (T2Q)	Mechanic/Automotive Machinist I	45	1-2-3-4-5 *					
8411200	870901	Mechanic/Automotive Machinist I-HD	51	1-2-3-4-5 *					
8410300	841302	Mechanic/Automotive Machinist II	49	1-2-3-4-5 *					
8411300	870102	Mechanic/Automotive Machinist II-HD	55	1-2-3-4-5 *					
8422100	843102	Millwright	50	1-2-3-4-5 *					
18 * These Steps equate to Steps 2-4-6-8-10 on the King County "Squared" Pay Schedule.									

19
20 **B.1 Steps** - An employee who is hired into a regular position and who has successfully
21 completed a State Apprenticeship program in the craft hired, or a State recognized Certificate of
22 Completion in Automotive Mechanics Technology and three (3) years of documented experience in
23 the field, or holds a Master ASE Certification and five (5) years documented experience in the field
24 as a journeyman will start at Step 3 and advance to Step 5 on successful completion of probation.
25 This provision shall only apply to newly hired employees on or after the date this Appendix is
26 adopted by ordinance.

1 **B.2 Commercial Drivers License (CDL)** – Pursuant to the CLA Article 44. All employees
 2 in a “HD” classification must possess a valid CDL while in pay status. The employee is responsible
 3 for any costs of a physical exam and the actual license. Employees are required to successfully
 4 obtain the CDL within six (6) months of employment, unless extended at the County’s discretion.
 5 Failure to obtain the CDL will result in separation of employment; except, employees who have been
 6 employed with the County as of February 4, 2000, who fail to pass the CDL physical exam will not
 7 be separated from their position for having failed the physical exam unless such failure is due to a
 8 positive test for drugs or alcohol.

9 **B.3 ASE Certification** – Effective January 1, 2015, all employees who hold either one-half
 10 (1/2) of the ASE certificates for master mechanic certification in their classification or a full ASE
 11 master mechanic certification for their classification will receive one of the following hourly pay
 12 premiums as follows:

	One-half (1/2) of the ASE certificates	One full ASE master mechanic certificate
Machinist I	\$0.95	\$1.94
Machinist II	\$0.97	\$1.94
HD I (including Heavy Equipment Body Repair Technician and Millwright positions)	\$0.97	\$2.17
HD II	\$1.03	\$2.17

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 18 The parties agree that, the ASE Premium shall be increased by the same percentage as the
 19 general wage increase each year.

20 The ASE certificates/certification must be valid in order to receive the premium. The
 21 premium is to be paid in addition to the employee’s regular, base hourly rate of pay for all
 22 compensated hours. The County will only pay once for each ASE test taken. The Union agrees to
 23 work with the Fleet Division to ensure it obtains and maintains ASE shop certification for all shops.

24 **B.3.1 ASE Certification Examinations** - The County will, when feasible, adjust the
 25 work schedule of employees, in order to allow the employee to take examinations to acquire or
 26 maintain an ASE certification. If a schedule adjustment is not feasible, the County will approve

1 vacation leave or compensatory time off, at the employee’s option, provided the employee submits
2 the request with sufficient advance notice.

3 **B.4 Tool Allowance** The County will reimburse up to five hundred dollars (\$500.00)
4 annually (no carry-over) for approved replacement tools or specialty tools not otherwise provided by
5 the County for employees who have successfully completed probation . The Union and the County
6 will meet and confer on the repair of employee owned power tools used for work.

7 **B.4.1 Tool Replacement / Repair** – Tools normally furnished by the employee that
8 are verified lost on the job and under circumstances where retrieval would pose a danger to an
9 employee, shall be replaced by the County with a comparable tool of the same manufacturer.

10 **B.5 Work Units** - Work units will be defined as those County divisions in which represented
11 employees are regularly assigned to work.

12 **B.6 Apprenticeship Program** - The Parties agree to participate in the Northwest Machinists
13 Apprenticeship Program as a means to hire and develop qualified Automotive Machinists. The
14 Parties further agree to continue labor-management discussions regarding the program as needed
15 during the term of this Appendix.

16 Apprentices who received credit for previous experience may be placed at a pay rate
17 commensurate with their experience and in keeping with the Apprenticeship Program provisions. One
18 (1) apprentice in any work group where a journeyman is steadily employed and one (1) additional
19 apprentice may be employed for each five (5) journey-level full-time Automotive Machinists
20 employed by the County. However, this ratio maybe be adjusted by mutual agreement between the
21 Parties.

22 Other conditions of employment for apprentices shall be as provided in the respective
23 Machinists’ Joint Apprenticeship Standards as approved by the Washington State Apprenticeship and
24 Training Council.

25 **B.7 Unanticipated/Work Schedule and/or Shift Change** - Normally, at least eight (8)
26 hours of advance notice will be given to an employee prior to temporarily changing the employee’s

1 work schedule and/or shift to perform unanticipated projects and/or operations. In the event of snow
2 removal, flood control, sanding, or other operations due to acts of nature which may or may not be
3 anticipated, an employee may be placed on “Alert Status” and the eight (8) hours of advance notice
4 will not be required.

5 **B.8 Alert Status** – Fleet Services employees assigned to support the Roads Maintenance
6 Section will, in addition to their regular shift and schedule, be assigned an alert status shift and
7 schedule (Alert).

8 **B.8.1 Shift duration** - Alert may be of varying duration; however, Alert will be at
9 least eight (8) hours.

10 **B.8.2 Alert Notification** - Given the unpredictable nature of operational needs in
11 Fleet Services, Alert may be called at anytime and limited to the number of employees necessary to
12 fulfill operational needs. Implementation of Alert Status will be considered to have taken place when
13 the work hours of the employee’s normal shift have been altered without the required advance
14 notification as provided under Section B.7.

15 **B.8.3 Transition to Alert** - Transition to Alert may occur during a Fleet Services
16 employee’s regularly scheduled work day. In such cases, employees may be sent home before the
17 end of the regular shift in order to get rest prior to the start of their Alert shift, or may be required to
18 stay on their regular shift until the start of the Alert shift. The decision to send an employee home or
19 require them to remain at work will be determined by the County based on operational and safety
20 considerations, taking into consideration the desire of the employee. If the employee requests and is
21 approved to be relieved from their regular shift, they may use accrued vacation leave, compensatory
22 time, or leave without pay for that portion of the regular shift they did not work. If the employee is
23 relieved by management from their regular shift, the employee will be compensated for the remainder
24 of the shift.

25 **B.8.4 Employees on leave** - If a Fleet Services employee is on leave when an alert
26 status shift is called, they will not be called to work unless it is operationally necessary to do so.

1 Employees who have been pre-approved for leave may be relieved from Alert when the leave is
2 scheduled to begin unless the employee elects to cancel or postpone the start of the leave or is
3 operationally necessary due to emergent conditions for management to cancel the leave. In the event
4 that an employee’s approved prescheduled leave is cancelled due to Alert, the County agrees to
5 reimburse the employee’s documented unreimbursed travel expenses that are directly attributed to the
6 cancelled leave.

7 **B.8.5 Compensation**

8 **1.** When a Fleet Services employee transitions to the Alert shift during their
9 normally scheduled shift, the employee will receive overtime for all time on the Alert shift that is
10 worked on the calendar day after the employee’s regular shift of eight (8) or ten (10) hours has been
11 worked and paid at straight time.

12 **2.** When a Fleet Services employee begins the Alert shift on the day the
13 employee is regularly scheduled to work but does not work their regular shift, or begins the Alert
14 shift during the same day the employee was relieved of their regular shift as provided under Section
15 B.8.3, or works the Alert shift on a day the employee is not normally schedule to work, the first four
16 (4) hours worked on the Alert shift is paid at the rate of one and one-half (1-1/2) their regular rate of
17 pay. The next eight (8) hours worked will be at the employee’s regular rate of pay.

18 **3.** If a Fleet Services employee on Alert is approved to leave work at their own
19 request or at the beginning of a leave as provided under B.8.4, they will be paid only for the hours
20 worked.

21 **4. Leave Accruals** – A Fleet Services employee on Alert shift during a
22 normally scheduled workday will receive vacation and sick leave accruals for the first eight (8) hours
23 worked if regularly assigned to a 5/8 work schedule, or ten (10) hours if regularly assigned to a 4/10
24 work schedule, in accordance with CLA Article 32.1 and CLA Article 31.1, respectively.

25 **5. Shift premium** - Alert shifts in Fleet Services will not be subject to shift
26 premium pay as provided under Section 5.2.

6. 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.

B.9 Scheduled Overtime – Scheduled overtime in the Fleet Services Division, Equipment Repair and Rental (Renton) and the Motorpool (Orcas St) shops shall be divided and rotated as equally as possible amongst those employees that desire overtime work. Employees will indicate their availability for overtime work by placing their names on the overtime roster which will be posted in the workplace at all times. The posting of the overtime roster and rotation of the overtime will be the responsibility of the bargaining unit. If there are no volunteers then overtime shall be assigned in reverse seniority order. This provision shall not apply to employees normally assigned as Field Mechanics in Fleet.

B.10 Alternate Leads – The Parties agree to the continued use of Alternate Leads to cover lead duties while regular leads are unavailable. Notwithstanding language elsewhere in this Appendix, the Parties agree that Alternate leads will be scheduled via a separate shift bid process based on classification seniority if the alternate leads share the same classification and County seniority if they are of different classifications.

B.11 Service Truck Premium – The County may assign employees to work from a service truck to perform “road work” outside of the main shop. Employees assigned to work from a service truck shall be paid a service truck premium of five (5) percent of the employee’s regular, base hourly rate of pay. The premium is to be paid in addition to the employee’s regular, base hourly rate of pay for all compensated hours while assigned to a service truck.

1 **CBA: 350**

Union Code: T2D

2 **ADDENDUM C**3 **International Brotherhood of Boilermakers, Iron Ship Builders,**
4 **Blacksmiths, Forgers and Helpers Lodge No. 104**5
6 This ADDENDUM modifies the Appendix by adding to, modifying or supplanting specific
7 provision(s) therein.8
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Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range	Steps
8426100	844602	Metal Fabricator	49	1-2-3-4-5*
8426200	844702	Metal Fabricator - Lead	52	1-2-3-4-5*

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

C.1 Steps - An employee who is hired into a regular position and who has successfully completed a State Apprenticeship program, or who can supply documentation of a minimum of five thousand two hundred (5200) hours of journey level work performance, in the craft hired will start at Step 3 and advance to Step 5 on successful completion of probation.

C.2 Short-term Temporary Employees - A temporary employee will be hired at Step 3. A temporary employee who is hired as a regular employee contiguous with their temporary employment will start at Step 3. The County will pay the full hourly contribution rate into the medical portion of the Boilermakers' Health and Welfare Trust on behalf of the employee for each hour in pay status.

C.3 Apprenticeship - It is understood and agreed by and between the County and the Union that to ensure an adequate supply of competent, skilled craftsmen are available at all times, an Apprenticeship Program may be established by mutual consent of the County and the Union. The County and the Union agree to re-open negotiations if, during the term of this Appendix, the parties

1 decide to establish an Apprenticeship Program. The Apprenticeship Program will not conflict with
 2 Federal or Washington State Apprenticeship Laws, and will provide the following:

- 3 • The Seattle Boilermakers Labor/Management Joint Apprenticeship Training
 4 Committee (JATC) will administer an apprenticeship program.
- 5 • The JATC will accept two (2) additional members from the County shops comprised
 6 of one selected by the County and one selected by the Union. These two (2) members will function
 7 as a subcommittee to the JATC.
- 8 • The sub-committee will work with the JATC and provide information regarding
 9 County rules, regulations, and work progress guidelines. The subcommittee will also provide input
 10 and advice regarding the needs of the County shop apprenticeship program and will make regular
 11 reports to the JATC.
- 12 • Apprentices will be covered by all of the terms and conditions of this Appendix,
 13 except wages, which will be paid as set forth below:

15 0000-1040 Hours	1041-2080 Hours	2081-4060 Hours
16 85% of Step 1	90% of Step 1	95% of Step 1

- 17 • Upon the successful completion of four thousand sixty (4060) hours of work in the
 18 Apprenticeship Program, the apprentice will be eligible for openings in a journey-person position in
 19 accordance with the County Personnel Guidelines.
- 20 • Upon attaining journey-person status, the employee will be subject to wage
 21 provisions of this Appendix.

22 **C.4 Work Units** - Work units will be defined as those County divisions in which represented
 23 employees are regularly assigned to work.

24 **C.5 Pension Trust** - The County agrees to re-open negotiations during the term of this
 25 Appendix upon request by the Union, solely for the purpose of negotiating procedures and policies
 26 for employees covered by this Appendix to participate in the Union Pension Trust. The County and

1 Union understand and agree that the Union will conduct a membership vote to determine whether the
2 bargaining unit will participate in the Pension Trust, and that if a majority of members vote in favor
3 of participation, all represented employees must participate. The parties further agree that
4 participation in the Pension Trust shall not result in an increase in the rate of pay for any employee
5 covered by this Appendix.

6 **C.6 Welding Certification Pay** - Pursuant to the CLA Article 44 and the following: A
7 regular employee who holds either AWS or WABO Certifications shall receive a premium of two
8 dollars and seventeen cents (\$2.17) per hour. When the County requires an employee to hold a AWS
9 or WABO certification in exotic process welding (e.g. stainless steel, CUNI, etc.) the premium will
10 increase to two dollars and fifty cents (\$2.50) per hour. The premium will be paid in addition to the
11 employee’s regular, base hourly rate of pay for all compensated hours. The Parties agree that the
12 Certification premium shall be increased by the same percentage as the General Wage Increase each
13 year.

14 **C.7 Certification Examinations** – In accordance with the CLA Article 35, the County will,
15 when feasible, adjust the work schedule of eligible employees who do not work a day shift in order to
16 allow the employee to take examinations to acquire or maintain an AWS or WABO certification. If a
17 schedule adjustment is not feasible, the County will approve vacation leave or compensatory time off,
18 at the employee’s option, provided the employee submits a request with sufficient advanced notice.

19 **C.8 Assignment of Lead Duties** - When the Solid Waste Division has a need for creating a
20 lead position which moves a current bargaining unit employee to a different shift or schedule, it will
21 meet with the Union to confer on the decision and effects.

22 **C.9 Removal of Class B CDL Requirement** – The Solid Waste Division will no longer
23 require its Metal Fabricators to possess and maintain Class “B” Commercial Driver’s Licenses.

1 **CBA: 350**

Union Code: T2C

2 **ADDENDUM D**3 **International Brotherhood of Electrical Workers Local 46**

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5 This ADDENDUM modifies the Agreement by adding to, modifying or supplanting specific
6 provision(s) therein.

8 Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range	Steps
9 8201100	821201	Electrician I	56	1-2 *
10 8201300	821302	Electrician I – Lead	59	1-2 *
11 8201200	821401	Electrician II	60	1-2 *
12 8200100	821101	Electrician Helper	40	1-2 *
13 7360200	701201	Security Systems Technician	56	1-2 *

14 * These Steps equate to Steps 6-10 on the King County “Squared” Pay Schedule.
15 Three-range increase effective retroactive to 1/1/21.

16
17 **D.1 Short-term Temporary Employees** - The County will pay the full hourly contribution
18 rate into the medical portion of the Puget Sound Electrical Workers’ Healthcare Trust on behalf of
19 the employee for each hour in pay status. Temporary employees will be hired at Step 2 of the
20 Electrician I pay range.

21 **D.2 High Voltage** - An employee assigned to and working at the Airport Division will
22 receive a premium of ten percent (10%) over their regular hourly rate of pay for working with high
23 voltage (600 volts or more).

24 **D.2.1** An employee assigned to the Airport shall not be eligible for lead pay.

25 **D.2.2** An employee assigned to the Airport shall only receive two (2) hours of call-out
26 pay when called out. (Modifies Section 6.6)

1 **D.3** Pursuant to Article 44 of the CLA, the County agrees to pay for the actual cost of any
2 license/certifications required for the position. The County also agrees to reimburse the employee for
3 the actual cost of maintaining the license during the term of the Agreement. All Electricians and
4 Security Systems Technicians will be required to take a minimum of twenty-four (24) hours of
5 electrical CEUs every three years, including a National Electrical Code (NEC) update class. The
6 Employer will pay for the cost of the CEU update classes and straight time wages and benefits to
7 attend the classes.

8 **D.4 Work Units** - Work units will be defined as those County divisions in which members
9 are regularly assigned to work.

10 **D.5 Tools** - The County will provide all tools and protective clothing required to perform the
11 assigned work.

12 **D.5.1 Personal Protective Equipment (PPE) and Protective Clothing** - The
13 employer shall provide each employee with 5-FR rated shirts, 5-FR rated pants, 1-FR rated
14 coat each year. Safety gloves and safety glasses shall also be provided (prescription safety glasses if
15 needed). The PPE listed above is not all inclusive, and any additional PPE shall be provided by the
16 employer. Clothing shall be replaced by the employer if damaged or no longer protective.

17 **D.6 Job Postings** - The County agrees to notify the Union each time there is a vacant
18 bargaining unit position the County intends to fill.

19 **D.7 Union Stewards** - the Union shall have the right to appoint stewards for each division
20 within the County where its members are employed. The steward shall see that the provisions of this
21 agreement are observed, and shall be allowed a reasonable time to investigate grievances, attend
22 grievance hearings and Labor/Management meetings during regularly scheduled shifts, without loss
23 of compensation, except the County shall have no obligation for overtime compensation for steward
24 activities.

25 **D.8 Apprenticeship Program** - If, during the term of this Agreement, the County and Union
26 decide to create or participate in an Apprenticeship program, the parties agree to re-open

1 negotiations, at the request of either party, to negotiate amendments or additions to this Appendix
2 related to apprenticeships.

3 **D.9 Licensing Requirements** - The parties agree that effective as of October 4, 2010, all
4 new hires into the positions of Electrician I, Electrician I Lead and Electrician II will be required to
5 possess and maintain a valid Washington State Journey Electrician certificate (01) as a condition of
6 employment. Security Systems Technicians will be required to possess and maintain a valid
7 Washington State Journey Electrician (01) or (06) certificate. Grandfathered employees in the
8 Facilities Management Division are not required to have a 01 electrician certificate as a condition of
9 being in the position of Electrician I for the duration of their employment with the County.

10 **D.10 Loss of License** - If an employee in the classification of Electrician I, Electrician Lead
11 or Electrician II loses their 01 certificate, the employee is required to immediately advise their
12 supervisor. The career service Electrician I will have 60 calendar days in which to get the 01
13 certificate renewed or is terminated from employment. If the career service employee in the
14 classification of Electrician Lead or Electrician II loses their 01 certificate, the employee may, at
15 management's discretion, be reassigned to perform work as an Electrician I until their certificate is
16 renewed within 60 calendar days and will be terminated from employment if the employee fails to
17 renew the 01 certificate within 60 calendar days.

18 **D.11 Compensatory Time** - Compensatory time must be used during the calendar year in
19 which it is accrued unless this is not feasible due to work demands. The employee may then request,
20 and the department director may approve, the carryover of a maximum of 40 hours of accrued
21 compensatory time. Employees will be paid in the pay period that includes December 31 for all
22 accrued compensatory time not carried over into the following year. Compensatory hours that have
23 been carried over must be used within the first quarter of the new calendar year, or will be cashed out
24 in the pay period that includes March 31.

1 **CBA: 350**

Union Code(s): T2M, T3M

2 **ADDENDUM E**3 **International Union of Painters and Allied Trades District Council 5**

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5 This ADDENDUM modifies the Appendix by adding to, modifying or supplanting specific
6 provision(s) therein.

8 Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range	Steps
9 8101100	812102	Painter I	47	1-2-3-4-5 *
10 8101300	812202	Painter I – Lead	50	1-2-3-4-5 *
11 8101200	812301	Painter II	51	1-2-3-4-5 *
12 8103100	813401	Sign Painter I	47	1-2-3-4-5 *
13 8103200	813501	Sign Painter II	51	1-2-3-4-5 *

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16 * These Steps equate to Steps 2-4-6-8-10 on the King County “Squared” Pay Schedule.

17 **E.1 Steps** - An employee who is hired into a regular position and who has successfully
18 completed a State Apprenticeship program in the craft hired will start at Step 3 and advance to Step 5
19 on successful completion of probation.

20 **E.2 Short-term Temporary Employees** - A temporary employee may be hired at Step 3 or
21 higher at the County’s discretion. (Adds to Section 4.2) The County will pay the full hourly
22 contribution rate into the Painters’ Health and Welfare Trust on behalf of the employee for each hour
23 in pay status.

24 **E.2.1 Term-limited Temporary Employees** - A term limited employee will be hired
25 at Step 3 or higher at the County’s discretion. Term-limited temporary employees may advance to
26 the next step after their one year review, at the County’s discretion.

1 **E.3 Work Units** - Work units will be defined as those County divisions in which represented
2 employees are regularly assigned to work.

3 **E.4 Apprenticeship Program** – It is understood and agreed by and between the County and
4 the Union that to ensure an adequate supply of competent, skilled craftsmen are available at all times
5 if, during the term of this Appendix, the County and Union decide to create or participate in an
6 Apprenticeship program, the parties agree to re-open negotiations, at the request of either party, to
7 negotiate amendments or additions to this Addendum related to apprenticeships.

8 **E.5 Scheduled Overtime Work** – The County shall have the right to schedule and assign
9 overtime work. Overtime work will be divided and rotated as equally as possible amongst those
10 employees that desire overtime work. Employees will indicate their availability for overtime work by
11 placing their names on the overtime roster which will be posted in the workplace at all times. The
12 posting of the overtime roster and rotation of the overtime will be the responsibility of the bargaining
13 unit.

14 **E.6 Certification and ongoing training** – Employees required to maintain a certificate or
15 ongoing training or attend classes or conferences shall be fully compensated their regular wages for
16 all time, including travel time and expenses needed to attend class. All shall be relevant to the range
17 of the employee’s assignment at the County and must be approved in advance.

18 **E.7 Tool** – No employee will be required to furnish tools for work. The County will provide
19 the tools necessary to perform the assigned work.

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1 **CBA: 350**

Union Code(s): T2B, T3B

2 **ADDENDUM F**3 **United Association of Plumbers and Pipefitters Local 32**

4 This ADDENDUM modifies the Agreement by adding to, modifying or supplanting specific
5 provision(s) therein.
6

7 Job Class Code	8 PeopleSoft Job Code	9 Classification Title	10 Pay Range	11 Steps
9202100	923101	Irrigation Specialist/Plumbing and Mechanical I	54	1-2*
8500000	850002	Plumber Helper	39	1-2-3-4-5**
8500100	851102	Plumbing and Mechanical I	54	1-2*
8500300	851301	Plumbing and Mechanical I (Lead)	57	1-2*
8500200	851201	Plumbing and Mechanical II	58	1-2*
5319100	534101	Plumbing Inspector	58	1-2*
5319200	534201	Plumbing Inspector - Senior	61	1-2*
18 * These Steps equate to Steps 6-10 on the King County "Squared" Pay Schedule.				
19 ** These Steps equate to Steps 2-4-6-8-10 on the King County "Squared" Pay Schedule.				

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21 **F.1 Short-term Temporary Employees** - The County will pay the full hourly contribution
22 rate into the Plumbers' Health and Welfare Trust on behalf of the employee for each hour in pay
23 status; except for part-time Plumbing Inspectors. In lieu of participation into the Health and Welfare
24 Trust, part-time Plumbing Inspectors will be placed at Step 2 of the pay range once the employee is
25 paid the equivalent of six (6) months of employment.

26 **F.2 Tools and Protective Clothing** - The County will provide all tools and protective

1 clothing required to perform the assigned work.

2 **F.3 Parking** - Upon presentation of a receipt, the County agrees to reimburse for parking
3 costs that result from overtime work or a callout.

4 **F.4 Work Units** - Work units will be defined as those County divisions in which represented
5 employees are regularly assigned to work.

6 **F.5 Backflow Certification** – When the County requires an employee to have a backflow
7 certification, the employee shall be provided paid release time during their regularly scheduled work
8 if necessary to complete the course and receive certification and to also reimburse the employee for
9 the costs of training and actual certification, upon completion.

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1 **CBA: 350****Union Code(s): T2P**2 **ADDENDUM G**3 **International Union of Operating Engineers Local 286**

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5 This ADDENDUM modifies the Appendix by adding to, modifying or supplanting specific
6 provision(s) therein.

7 Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range	Steps
8 8502100	853102	Operating Engineer I	45	1-2-3-4-5 *
9 8502200	853303	Operating Engineer II	50	1-2-3-4-5 *
10 8502400	853602	Operating Engineer II - Lead	53	1-2-3-4-5 *
11 8502300	853401	Operating Engineer III	54	1-2-3-4-5 *
12 * These Steps equate to Steps 2-4-6-8-10 on the King County "Squared" Pay Schedule.				

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16 **Operating Engineer I, II, II Lead, and III:** The parties understand and agree that
17 employees in the Operating Engineer classification series must possess all the qualifications
18 (presently required), including required licenses for journey level assignments (which includes the
19 Grade #3 Steam Engineer and Refrigeration Operating Engineer licenses). Employees hired on or
20 after the effective date of this Appendix who do not possess minimum qualifications for journey-level
21 work will be appointed to the Operating Engineer I classification, and will be expected to obtain all
22 journey level qualifications (which include Grade #3 Steam Engineer and Refrigeration Operating
23 Engineer licenses) within twelve (12) months, as a condition of continued employment. The
24 employee will be appointed to the Operating Engineer II classification effective the first day of the
25 pay period following the date the employee attains all journey level qualifications for their position.
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1 **G.1 Steps** - An employee who is hired into a regular position and who has successfully
2 completed a State Apprenticeship program, or who can supply documentation of a minimum of five
3 thousand two hundred (5200) hours of journey level work performance in the craft hired will start at
4 Step 3 and advance to Step 5 on successful completion of probation. (Modifies Section 4.2)

5 **G.2 Filling Of Vacant and New Schedules and/or Shifts** - In the event a position becomes
6 vacant, for which the County intends to fill, or there is a change to a regular shift and/or schedule,
7 notice of the vacancy or changed regular schedule and/or shift will be posted. The notice will have
8 the date and hour of its posting and it will remain posted for seventy-two (72) consecutive hours.
9 Regular employees who desire to bid for the vacant position, schedule and/or shift will indicate so by
10 signing the posted notice. The employee with the greatest bargaining unit seniority will be assigned;
11 provided however, the employee is qualified to handle the work. (Supplants Section 5.3)

12 **G.3 Overtime Work** - The County shall have the right to schedule and assign overtime
13 work. Overtime work will be divided and rotated as equally as possible amongst those employees
14 who desire overtime work. Employees will indicate their availability for overtime work by placing
15 their names on the overtime roster which will be posted in the workplace at all times. The posting of
16 the overtime roster will be the responsibility of the Operating Engineer III. (Supplants Section 6.2)

17 **G.4 Vacation Preference** - Vacation preference requests for a period beginning January 1st
18 through the following January 1st must be received by Management not later than December 1st of
19 the preceding twelve (12) month period during which the vacation is being requested. Upon receipt
20 of the request, a vacation schedule will be developed and posted on or before January 1st. Vacation
21 preference requests will be granted on the basis of bargaining unit seniority provided that essential
22 operations are properly staffed at all times. All vacation requests made after December 1st will be
23 granted only with the mutual agreement of Management and the employee. (Supplants Section 8.4)

24 **G.5** The County will provide five (5) uniforms to employees and replace them as needed. If
25 requested by the Union, the parties agree to convene a Labor-Management Committee meeting as
26 soon as feasible after ratification of the Agreement, for the purpose of discussing an annual uniform

1 allowance.

2 **G.6 Work Units** - Work units will be defined as those County divisions in which bargaining
3 unit employees are regularly assigned to work.

4 **G.7 Boiler Supervisor** – Employees are encouraged to pursue obtaining a City of Seattle
5 Boiler Supervisor Certificate. Employees who have obtained the certificate and avail themselves as a
6 Boiler Supervisor will receive fifty dollars (\$50.00) per month, less applicable taxes. The County can
7 cease paying the stipend in the event the employee is no longer desirous of performing the Boiler
8 Supervisor duties by either voluntarily withdrawing as a Boiler Supervisor or non-performance.

9 **G.7.1** Employees with a Boiler Supervisor Certificate will be paid two (2) hours of
10 overtime pay if called-out for a Boiler Supervisor response. (Supplants Section 6.6) Call, call-outs
11 and standby for eligible employees with a Boiler Supervisor Certificate will be equalized to the extent
12 possible.

13 **G.7.2** In the event an eligible employee with a Boiler Supervisor Certificate fails to
14 respond to Boiler Supervisor call and/or call-out, the County will then refer the call and/or call-out to
15 an outside contractor for response. (Modifies CLA Article 16)

16 **G.7.3** Eligible employees are defined as Operating Engineers assigned to the Seattle
17 Downtown area and other Operating Engineers who have been approved by FMD.

18 **G.8 Vehicle Backup Cameras** - The County agrees to provide vehicle backup cameras for
19 all County vehicles utilized by bargaining unit employees to help prevent accidents and to ensure
20 safety.

21 **G.9 Safety Footwear** - The County will require all bargaining unit members to wear safety
22 footwear at all times during the course of their duties.

23 **G.10 Straight 8 Schedules** - Employees with paid meal periods are subject to being called
24 back to work at any time during a paid break or meal period. To this end, employees with paid meal
25 periods are not allowed to leave the worksite to which the employee is assigned, during their paid
26 breaks or meal periods. The County will schedule break periods to assure adequate coverage,

1 consistent with department rules. This will include a 30 minute meal period, as well as two fifteen
2 minute breaks (or intermittent rest periods) during an eight hour shift. Due to the nature of the work,
3 it may not be possible to schedule and/or take such meal periods and break periods during the time
4 specified in WAC 296-126-092 (between two and five hours after the beginning of their work shift).
5 Such meal periods and break periods will be scheduled and taken as work demands allow. To the
6 degree that this provision conflicts with WAC 296-126-092, it shall be interpreted as an express
7 waiver of the Washington Administrative Code with respect to the time breaks or meal periods are
8 taken.

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1 **CBA: 350**

Union Code(s): T2S

2 **ADDENDUM H**

3 **Laborers' International Union of North America Local 242**

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5 This ADDENDUM modifies the Appendix by adding to, modifying or supplanting specific
6 provision(s) therein.

Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range	Steps
9440100	942103	Utility Worker I	35	1-2-3-4-5 *
* These Steps equate to Steps 2-4-6-8-10 on the King County "Squared" Pay Schedule.				

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13 **H.1 Retirement** - All employees hired prior to January 1, 1990, will continue to be covered
14 by the applicable retirement system in which they are enrolled as of December 31, 1989; i.e., Seattle
15 City Employees Retirement System, PERS I or PERS II. Contributions to the applicable retirement
16 system will be made in accordance with the respective applicable City of Seattle Ordinance(s),
17 County Ordinance(s), or State Law.

18 **H.2 Seniority** - Utility Worker I's in positions represented by Local 242 will have their
19 continuous service in the classification of Utility Laborer included for purposes of determining
20 classification seniority.