



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Ordinance 19832

Proposed No. 2024-0326.1

Sponsors Upthegrove

1 AN ORDINANCE approving and adopting the collective
2 bargaining agreement negotiated by and between King
3 County and the Technical Employees' Association,
4 representing capital division staff employees in the Metro
5 transit department and establishing the effective date of the
6 agreement.

7 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

8 SECTION 1. The collective bargaining agreement negotiated by and between
9 King County and the Technical Employees' Association, representing capital division
10 staff employees in the Metro transit department, which is Attachment A to this ordinance,
11 is hereby approved and adopted by this reference made a part hereof.


Ordinance 19832

12 SECTION 2. Terms and conditions of the agreement shall be effective from
13 January 1, 2025, through and including December 31, 2025.


Ordinance 19832 was introduced on 10/1/2024 and passed by the Metropolitan King County Council on 10/8/2024, by the following vote:

Yes: 9 - Balducci, Barón, Dembowski, Dunn, Mosqueda, Perry, Upthegrove, von Reichbauer and Zahilay

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Signed by:

E76CE01F07B14EF...
Dave Upthegrove, Chair

ATTEST:

DocuSigned by:

8DE1BB375AD3422...
Melani Hay, Clerk of the Council

APPROVED this _____ day of 10/15/2024, _____.

Signed by:

4FBCAB8196AE4C6...
Dow Constantine, County Executive

Attachments: A. Memorandum of Agreement Between King County and Technical Employees' Association, Metro Transit Department, Capital Division - Transit Staff 1-01-25 thru 12-31-25

Ordinance19832

**MEMORANDUM OF AGREEMENT
BETWEEN
KING COUNTY
AND
TECHNICAL EMPLOYEES' ASSOCIATION
Metro Transit Department, Capital Division - Transit Staff
01/01/25 - 12/31/25**

Subject: TEA Metro Labor Agreement 2025 Extension

Background: King County (the County) and the Technical Employees' Association, Metro Capital Transit Staff (TEA) are parties to a Collective Bargaining Agreement effective January 1, 2019, through December 31, 2024 (2019-2024 CBA). The parties have bargained in good faith to address their interests relating to total compensation and regarding establishment of a 1-year extension agreement.

On August 26, 2024, the parties reached tentative agreement to the continuation of some terms and conditions of the 2019-2024 CBA that were scheduled to expire on December 31, 2024. The parties expressly agree the terms and conditions enumerated below modify the 2019-2024 CBA with King County.

Agreement: The terms and conditions set forth in this MOA apply to all bargaining unit employees.

1. Successor CBA Bargaining – The parties commit to begin meeting in 2025 to begin the process of successor agreement bargaining. The parties shall meet in January to bargain an agreement on ground rules.

2. COLA – Effective January 1, 2025, TEA represented positions shall receive a cost-of-living adjustment (COLA) applied to 2024 base wages derived from the formula below. The known COLA for 2025 will be 4%.

A. COLA will be 95 percent of the average growth rate of the six-prior bi-monthly year-over-year percentages in the Seattle-Tacoma-Bellevue Consumer Price Index for Urban Wage Earners and Clerical Workers (All Items, base period 1982-84=100) (CPI-W) through June of the year prior to the year in which the COLA will be applied. For example, the wage adjustment for January 1, 2025, shall be calculated as the average of the year-over-year percentages from the August 2023, October 2023, December 2023, February 2024, April 2024, and June 2024 values of the CPI-W.

B. A year-over-year change means the percentage change in the CPI-W for that measurement compared to the CPI-W for the same month the prior year. For example, the June 2024 year-over-year change is the percentage change in the June 2024 CPI-W compared to the June 2023 CPI-W.

C. Regardless of the result calculated using this formula, the COLA shall not be more than 4% and shall not be less than 2%.

3. Ratification Incentive - TEA agrees to this MOA as the result of good faith bargaining and will notify the King County Office of Labor Relations of the status of their member ratification vote on or before 5pm on Thursday, September 12, 2024. Upon successful ratification of this MOA by September 12, 2024, TEA employees will receive an additional 1.2% General Wage Increase (GWI) effective January 1, 2025.

4. Addendum B – Medical Benefits – Medical Benefits will be modified as indicated below. Benefit plan design, county funding rate and employee contributions for 2026 will be a subject of successor agreement bargaining. The following changes will be effective January 1, 2025, from the insured health benefits of the previous year:

ADDENDUM B: MEDICAL BENEFITS

KingCare:	
Annual deductible	\$300/person \$900/family
Coinsurance paid by member	15% in network 40 35% out of network
Annual out-of-pocket maximum for medical services (total for deductible + coinsurance) <u>See Emergency Room Copay for ER out-of-pocket limit</u>	In network: \$1,100/person \$2,500/family Out-of-network: \$1,900/person \$4,100/family Does not apply to prescriptions
Copay for prescription drugs 30-day supply	\$7 generic \$30 preferred brand \$60 non preferred brand
Copay for prescription drugs 90-day supply mail order	\$14 generic \$60 preferred brand \$120 non preferred brand
Annual out-of-pocket maximum for prescription drugs	\$1,500/person \$3,000/family
Emergency Room Co-pay	\$100 <u>15% after \$200 copay/visit</u> <u>Copayment applies to facility charges for each visit (waived if admitted) whether or not the deductible has been met.</u> <u>Emergency Room Out-of-Pocket Limit: members will continue to pay \$200 copay/visit (waived if admitted) and 15% coinsurance until they reach the total out of pocket maximum allowed under the Affordable Care Act (ACA).¹</u>

Benefit Access Fee	\$ 200 90/month
Premium Share	\$ 75 40/month employee-only \$ 100 75/month for full family

In 2025, the ACA limit is \$9,250 individual/\$18,400 family. Because the Regence plan has an annual out-of-pocket limit of \$1,100 individual/\$2500 family for medical costs and \$1500 individual/\$3000 family for prescription drugs, the adjusted out-of-pocket limit for ER medical costs will be \$6,600/\$12,900.

Kaiser Permanente:	
Annual deductible	\$0
Copay paid by member	\$20
Annual out-of-pocket maximum (medical + Prescription drugs)	\$1,000/person \$2,000/family
Copay for prescription drugs 30-day supply (network only)	\$10 generic \$20 preferred brand \$30 non preferred brand
Copay for prescription drugs 90-day supply mail order (network only)	\$20 generic \$40 preferred brand \$60 non preferred brand
Emergency Room Co-pay	\$100
Benefit Access Fee	\$0/month
Premium Share	\$40/month employee-only \$75/month for full family
Life Insurance:	
Basic Life Insurance	1x Base Annual Salary (maximum of \$200,000)
Supplemental Life Insurance	1-4x Base Annual Salary (maximum of \$400,000)

5. The parties acknowledge that this Agreement is subject to approval by ordinance by the Metropolitan King County Council (the Council) of King County Washington.

6. Any dispute involving the interpretation, application, or alleged violation of any provision of this Agreement shall be subject to the grievance/arbitration procedures in the Collective Bargaining Agreement between the County and TEA.


7. The parties have exhausted all bargaining obligations regarding the impacts on TEA represented employees relating to the extension of terms and conditions of the 2019-2024 agreement and the parties agree bargaining will be closed through the duration of 2025.

8. The parties agree that this rollover for the 2019-2024 agreement is effective once ratified by King County and fully enacted by Ordinance (having already been ratified by TEA), through December 31, 2025.

APPROVED this _____ day of _____, 2024.

By: _____
King County Executive

Technical Employees' Association:

For  *Vice President*

Alton Gaskill, President

9/13/2024

Date

Certificate Of Completion

Envelope Id: CC7BCA64378344ADBEE7644518F5BDE5	Status: Completed
Subject: Complete with DocuSign: Ordinance 19832.docx, Ordinance 19832 Attachment A.docx.pdf	
Source Envelope:	
Document Pages: 2	Signatures: 3
Supplemental Document Pages: 4	Initials: 0
Certificate Pages: 5	Envelope Originator:
AutoNav: Enabled	Cherie Camp
Enveloped Stamping: Enabled	401 5TH AVE
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	SEATTLE, WA 98104
	Cherie.Camp@kingcounty.gov
	IP Address: 198.49.222.20

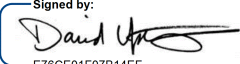
Record Tracking

Status: Original	Holder: Cherie Camp	Location: DocuSign
10/9/2024 11:12:19 AM	Cherie.Camp@kingcounty.gov	
Security Appliance Status: Connected	Pool: FedRamp	
Storage Appliance Status: Connected	Pool: King County-Council	Location: DocuSign

Signer Events

Dave Upthegrove
dave.upthegrove@kingcounty.gov
Chair
Security Level: Email, Account Authentication (None)

Signature


Signed by:

E76CE01F07B14EF...
Signature Adoption: Uploaded Signature Image
Using IP Address: 67.185.138.82

Timestamp

Sent: 10/9/2024 11:14:34 AM
Viewed: 10/9/2024 11:32:42 AM
Signed: 10/9/2024 11:32:52 AM

Electronic Record and Signature Disclosure:
Accepted: 10/9/2024 11:32:42 AM
ID: 6b371741-aa69-4935-a75f-321f41ad17c2

Melani Hay
melani.hay@kingcounty.gov
Clerk of the Council
King County Council
Security Level: Email, Account Authentication (None)

DocuSigned by:

8DE1BB375AD3422...
Signature Adoption: Pre-selected Style
Using IP Address: 198.49.222.20

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ID: 639a6b47-a4ff-458a-8ae8-c9251b7d1a1f

Dow Constantine
Dow.Constantine@kingcounty.gov
King County Executive
Security Level: Email, Account Authentication (None)

Signed by:

4FBCAB8196AE4C6...
Signature Adoption: Uploaded Signature Image
Using IP Address: 146.129.84.117

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Viewed: 10/15/2024 12:03:13 PM
Signed: 10/15/2024 12:03:35 PM

Electronic Record and Signature Disclosure:
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In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp

Intermediary Delivery Events	Status	Timestamp
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Certified Delivery Events	Status	Timestamp
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Carbon Copy Events	Status	Timestamp
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Ames Kessler
akessler@kingcounty.gov
Executive Legislative Coordinator & Public Records
Officer
King County
Security Level: Email, Account Authentication
(None)
Electronic Record and Signature Disclosure:
Not Offered via DocuSign

COPIED

Sent: 10/9/2024 11:36:19 AM
Viewed: 10/10/2024 10:02:08 AM

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	10/15/2024 12:03:13 PM
Signing Complete	Security Checked	10/15/2024 12:03:35 PM
Completed	Security Checked	10/15/2024 12:03:35 PM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure
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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.

All notices and disclosures will be sent to you electronically

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.

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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: cipriano.dacanay@kingcounty.gov

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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 cipriano.dacanay@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 cipriano.dacanay@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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To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

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- ii. send us an email to cipriano.dacanay@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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- Until or unless you notify King County-Department of 02 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-Department of 02 during the course of your relationship with King County-Department of 02.