



**King County  
Metropolitan King County Council**

**STAFF REPORT**

---

<b>Agenda Item No.:</b>		<b>Date:</b>	<b>28 Sep 2009</b>
<b>Ordinance No.:</b>	<b>2009-0548</b>	<b>Prepared by:</b>	<b>Nick Wagner</b>

---

**A. SUMMARY**

Proposed Ordinance 2009-0548 (Attachment 1, pp. 3-4 of these materials) would approve a collective bargaining agreement (“CBA”) (Attachment 1.a, pp. 5-83 of these materials) between King County and the Service Employees International Union, Local 925.<sup>1</sup> The CBA covers employees who are working for the county Department of Natural Resources and Parks in the Wastewater Treatment Division. They perform a variety of administrative, technical, and professional work in direct support of the county’s wastewater treatment operations, which protect public health and water quality by conveying, treating, and reclaiming wastewater and its by-products.

The Executive reports that: (1) this CBA is a six-month extension of the previous CBA, which expired at the end of June; (2) that there are no changes to the contract except for dates; and (3) there are no new costs resulting from the extension.

Contract negotiations are expected to resume soon after 1 January 2010.

**1. Term of the CBA**

This CBA would extend the previous CBA through 31 December 2009. (CBA Article 27, p. 79 of these materials)

**2. The Bargaining Unit**

The bargaining unit covered by the CBA consists of “all employees in the wastewater treatment facilities in [the] classifications listed in the attached wage schedule marked Appendix A,” excluding “all supervisory and confidential employees.” (CBA art. 2, p. 13 of these materials). There are 44 classifications covering “a variety of administrative, technical, and professional work.” (Transmittal letter, p. 127 of these materials; CBA App. A, § D, pp. 80-82 of these materials)

**3. Consistency with Labor Policies**

As described in the Contract Summary (Attachment 5, pp. 121-23 of these materials), the proposed CBA appears to be consistent with the County’s adopted labor policies. The CBA is

---

<sup>1</sup> There are several appendices and addenda to the CBA, which are included in these materials at pp. 5-118 and are listed on p.2.

an extension of the previous CBA, which was approved by the Council on 6 October 2008 (Ordinance 16255).

**B. NEW CONTRACT PROVISIONS**

Except for the extension of the term of the previous CBA through 31 December 2009, there are no new contract provisions.

**C. FISCAL IMPACT**

The CBA will have no fiscal impact, as described in the Executive’s Fiscal Note (Attachment 4, p. 125 of these materials).

**D. LEGAL REVIEW**

The CBA has been reviewed by the Office of the Prosecuting Attorney, Civil Division.

**INVITEES**

None

**ATTACHMENTS**

	<b>Page</b>
1. Proposed Ordinance 2009-0548.....	3
a. Attachment A (Labor Agreement).....	5
Appendix A: Cost of Living Adjustments and Wages).....	79
Appendix B: Operator-in-Training Standards.....	83
b. Attachment B (Appendix C: Job Progression Handbook).....	85
c. Attachment C (Appendix D: Teach/Lead/Coach Handbook).....	105
d. Attachment D (Addendum A – MOU).....	113
e. Attachment E (Addendum B – MOU).....	115
f. Attachment F (Addendum C – MOA).....	117
2. Checklist and summary of changes.....	119
3. Contract summary.....	121
4. Fiscal Note.....	125
5. Transmittal letter.....	127