

**Memorandum of Agreement (MOA)**  
**By and Between**  
**King County Metro Transit Department (Metro)**  
**and**  
**Amalgamated Transit Union, Local 587 (Union)**

**Subject: Part-Time Operator Benefits Eligibility**

**Background:**

1. Article 12.1 of the Collective Bargaining Agreement (CBA) between the King County and Amalgamated Transit Union, Local 587 (the PARTIES) establishes a “fully-paid” benefits plan for all full-time Employees, Full-Time Transit Operator Trainees, part-time and assigned Employees who are regularly scheduled to work half time or more. Article 12.1.F defines “half-time” employment as 20 paid hours per week and states that “Eligibility requirements for part-time and on-call Employees will be defined by policy mutually developed and agreed upon by the PARTIES.” Employees who do not qualify for fully-paid benefits receive benefits under Article 12.2.

2. This Memorandum of Agreement reflects the mutual agreement of the PARTIES for the purpose of establishing eligibility for fully-paid benefits.

**Agreement:**

1. The PARTIES, have agreed to the following standards of eligibility for benefits for part-time operators.

A. Part-Time Operators (“PTOs”) may qualify for fully-paid benefits by:

1. Picking 4 or more hours of work in the fall pick. Eligibility period: from October 1 of the current year through December 31 of the following year.

**AND/OR**

2. Picking 4 or more hours of work in any pick other than the fall pick. Eligibility period: beginning the 1st day of the month after the service change through December 31 of current year.

**AND/OR**

3. Receiving 1,040 or more paid hours in the 26 pay periods ending with the pay period including June 30. Eligibility period: January 1 through December 31 of the following year. For the purpose of this section, "paid hours" shall only include (A) paid hours worked as a PTO, (B) paid time off as a PTO, (C) hours paid in an out-of-classification position if the PTO was detailed as such during the review period, and (D) credit equal to their picked assignment for the first 30 days of unpaid Union Leave. For the purpose of this section, "paid hours" shall not include (A) hours paid as a PTO trainee, (B) cash outs, (C) premium pay, (D) job-injury time loss, (E) in the case of a rehired PTO, hours worked prior to the PTO's rehiring, or (F) any other hours not expressly defined in this section as "paid hours".

**AND/OR**

4. Achieving ten or more years of part-time seniority by December 31 of the previous year AND picking 4 or more hours of work at any pick during the current year. Eligibility period: beginning the 1st day of the month after the service change through December 31 of the following year. The intent of this qualification option is that high-seniority PTOs may qualify for benefits by picking 4 or more hours at any pick once per year.

In the case a PTO qualifies for fully-paid benefits using multiple criteria, the eligibility period shall be from the earliest start date to the latest end date of all criteria under which the PTO qualified.

**B.** PTOs ineligible for fully-paid medical benefits will be eligible for the following benefits:

1. County-subsidized employee-only medical coverage, as defined in Article 12, Section 2 of the CBA.

2. If the PTO enrolls in medical coverage, the Employee will also receive County fully-paid basic life insurance (\$25,000), AD&D (\$25,000), and LTD coverage. They will be eligible to purchase enhanced life insurance, AD&D, and/or LTD coverage.

**2. Other Agreements**

**A.** For the purposes of this agreement, a move-up is not considered to be a pick. A change in hours due to a move-up will not qualify an employee for fully-paid benefits.

**B.** Average pay time will be used to determine whether an assignment is 4 hours or more. Some assignments have significant additions or deletions scheduled during the shake-up. In these cases, the assignment will be designated an average pay-time for the shake-up. If the average pay time is different than the picked time, the average pay time will be noted on the pick postings. A posted average pay time of 4 hours or more meets the 4-hour eligibility requirements in Sections 1.A.1 and 1.A.2 above. A posted average pay time of 3 hours, 59 minutes or less does not meet the 4-hour eligibility requirements in Sections 1.A.1 and 1.A.2 above, regardless of actual time operated. If during the shake-up, the pay time average increases because of the over-scheduled work time on the run card schedule and exceeds four hours, then

PTO will have met the threshold and will receive benefits for the eligible period. "Average Pay Time" is the picked pay time or any adjustment that Metro adds to the picked assignment after it is picked. Average Pay Time does not include additional unscheduled overtime.

C. Nothing in this Agreement alters the regular rules determining eligibility for benefits while on approved leaves of absence.

3. This MOA replaces the Part-Time Operator Benefits Eligibility MOA established for the 2019-2022 CBA term. The terms of this MOA shall be effective when signed by authorized representatives of the parties, following each party's full ratification process.

FOR THE COUNTY

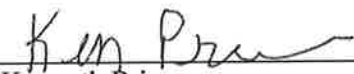


8/14/23

Angela Marshall  
Deputy Director, Office of Labor Relations

Date

AMALGAMATED TRANSIT UNION  
LOCAL 587



8/14/23

Kenneth Price  
President/Business Representative

Date