



King County

**Office of Labor Relations Staff Report
Memorandum of Agreement
Between
King County
and
King County Coalition of Unions,
and
Memoranda of Agreement
Between
King County
and
Joint Labor Management Insurance Committee of Unions
January 1, 2025 – December 31, 2025;**

SUBJECT: Coalition Labor Agreement 2025 Extension and Joint Labor Management Insurance Committee Benefits Agreement 2025

MOA Descriptions:	A. Coalition Labor Agreement 2025 Extension B. Joint Labor Management Insurance Committee (JLMIC) Benefits Agreement 2025 C. JLMIC Dispute Resolution Process
County Lead Negotiators:	Megan Pedersen, Angela Marshall, David Levin
Union Lead Negotiators:	Maria Williams, Michael Gonzales

UNIT OVERVIEW:

Coalition Labor Agreement

King County Coalition of Unions representing approximately 6,921 employees in the departments of adult and juvenile detention, community and human services, elections, executive services, judicial administration, information technology, natural resources and parks, local services, public defense, public health, sheriff's office and metro, and the assessor, council, district court, superior court, and office of the prosecuting attorney.

Joint Labor Management Insurance Committee of Unions

Joint Labor Management Insurance Committee of Unions representing benefits-eligible employees of King County for plan provisions and funding of the County's fully insured and self-insured medical, dental, vision, disability, accidental death and dismemberment, and life insurance programs.

BARGAINING HISTORY:

Coalition Labor Agreement

King County (the County) and the King County Coalition of Unions (the Coalition) began bargaining good faith in January 2024 to address their interests relating to total compensation and regarding establishment of a 1-year extension agreement to the Collective Bargaining Agreement effective January 1, 2021, through December 31, 2024 (2021-2024 CLA).

On June 4, 2024, the parties reached tentative agreement to the continuation of some terms and conditions of the 2021-2024 CLA that were scheduled to expire on December 31, 2024. The parties expressly agreed to extend the terms and conditions of the 2021-2024 CLA (including all listed Memoranda of Agreement and Appendices) with King County, with only modifications to be made as described below in the summary of terms.

Joint Labor Management Insurance Committee Benefits Agreement for 2025

King County (“County”) and the Joint Labor Management Insurance Committee of Unions (“Unions”) agreed to participate in negotiations as members of the Joint Labor Management Insurance Committee (“JLMIC”) for the purpose of negotiating the plan provisions and funding of the County’s fully insured and self-insured medical, dental, vision, disability, accidental death and dismemberment, and life insurance programs (“insured benefits”). This round of negotiations required the parties to shore up the financial health of the JLMIC funding model in light of steeply rising costs. The negotiations focused on the amount that the County contributes on a per-employee-per-month basis and the various contributions and payments that employees make toward their health care, such as monthly fees and usage-based fees. The County and the Unions agreed to a format for negotiating plan provisions and funding to meet the anticipated cost increases associated with providing insured benefits to represented, benefits-eligible employees; and the JLMIC agreed that for the term of the Agreement, insured benefits will include a Health Maintenance Organization Plan (“HMO”), a Preferred Provider Organization Plan (“PPO”) and an Accountable Health Network Plan (“AHN”); and the JLMIC agreed to explore options that incent benefits-eligible employees to choose healthcare that is more effective and produces better health outcomes. This effort has consistently steered employees to the higher value HMO and AHN plans by imposing higher fees to employees to access the more costly plans.

SUMMARY OF TERMS:

Coalition Labor Agreement

1. **Successor CLA Bargaining** - All parties commit to meeting in January of 2025 to begin successor total compensation bargaining of wages and benefits, including insured health benefits, for both small table and large table agreements.
2. **COLA** – Effective January 1, 2025, Coalition represented positions shall receive a cost-of-living adjustment (COLA) applied to 2024 base wages derived from CPI-W at 95% with a floor of 2% and a cap of 4%. The known COLA for 2025 will be four percent.
3. **Coalition Incentive** - Effective January 1, 2025, Coalition represented positions will receive an additional one-point five percent General Wage Increase (GWI).
4. **JLMIC** - The Joint Labor Management Insurance Committee (JLMIC) Agreement covering 2025 benefits expiring December 31, 2025, that includes the following changes, effective January 1, 2025, from the insured health benefits of the previous year.

JLMIC Benefits Agreement for 2025

1. There will be an increase of nine percent (9%) in county contributions over the 2024 funding rate of \$1600 (2025 funding rate = \$1744)
2. Added employee monthly contribution of \$75 Regence PPO/\$50 Regence AHN/\$0 Kaiser HMO.
3. The current emergency room copay is modified as follows:
 - a. 15% coinsurance after \$200 copay/visit
 - b. Copayment applies to facility charges for each visit (waived if admitted) whether or not the deductible has been met
 - c. ER OOP: 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 ACA.
4. The current Benefit Access fee is modified as follows: \$200 monthly Regence PPO/\$75 monthly Regence AHN. The Kaiser HMO plan continues to be offered without a Benefit Access fee (\$0).
5. Dispute Resolution process agreed upon by parties in May 2024 shall apply for benefits negotiations in 2025.

FISCAL IMPACT:

The fiscal impacts of the Agreements are detailed in the Executive's Fiscal Note for the proposed ordinance.

INVITED:

- Megan Pedersen, Director, Office of Labor Relations, King County Executive Office
- Angela Marshall, Deputy Director, Office of Labor Relations, King County Executive Office
- David Levin, Senior Labor Negotiator, Office of Labor Relations, King County Executive Office
- Maria Williams, President and Director of Representation, Teamsters Local Union No. 117; Co-Chair, Joint Labor Management Insurance Committee; Co-Chair, Coalition of Unions
- Michael Gonzales, Senior Business Agent, General Teamsters Union, Local 174; Co-Chair, Joint Labor Management Insurance Committee; Co-Chair, Coalition of Unions