



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

December 14, 2010

Ordinance 16998

Proposed No. 2010-0599.1

Sponsors Hague

1 AN ORDINANCE approving and adopting the memoranda
2 of agreement negotiated by and between King County and
3 certain unions representing King County employees
4 addressing the 2011 budget crisis and detailing cost of
5 living increases for the years 2011 through 2014 and
6 establishing the effective date of said agreements.

7 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

8 SECTION 1. The memoranda of agreement negotiated by and between King
9 County and certain unions representing King County employees addressing the 2011
10 budget crisis and detailing cost of living increases for the years 2011 through 2014 and
11 attached hereto are hereby approved and adopted by this reference made a part hereof.

12 SECTION 2. Terms and conditions of the agreements take effect January 1,

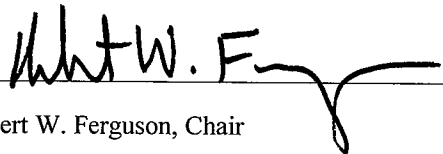
13 2011.

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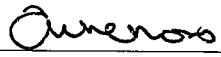
Ordinance 16998 was introduced on 11/22/2010 and passed by the Metropolitan King County Council on 12/13/2010, by the following vote:

Yes: 9 - Mr. Phillips, Mr. von Reichbauer, Mr. Gossett, Ms. Hague, Ms. Patterson, Ms. Lambert, Mr. Ferguson, Mr. Dunn and Mr. McDermott
No: 0
Excused: 0


KING COUNTY COUNCIL
KING COUNTY, WASHINGTON


Robert W. Ferguson, Chair

ATTEST:


Anne Noris, Clerk of the Council

APPROVED this 16 day of DEC, 2010.


Dow Constantine, County Executive

RECEIVED
2010 DEC 18 AM 2:31
CLERK
KING COUNTY COUNCIL

Attachments: A. Local 925 DNRP, B. Local 925-WTD, C. Superior Court Clerks, D. Legal Admin Specialists, E. Local 925 Involuntary Commitment Specialists, F. Local 17 DDES, DNRP, DOT, G. Local 17-PTIA Transit, H. Local 17-Transit Supervisors, I. Local 17-IT, J. Local 17-Court Reporters, K. Local 17-DPH, DCHS, L. Local 17-Supervisors FMD, DNRP, DOT, M. Local 17-Section Managers DNRP, DDES, DOT, N. Local 21HD-DPH, O. Local 21AD-DAJD, P. Local 21DC District Court Wages, Q. Animal Control, R. PSEU Non-commissioned DAJD, S. PSEU Non-commissioned DCHS, T. PSEU Non-commissioned Sheriff, U. PSEU Fire Marshal, V. PSEU Communications-

Sheriff, W. Local 763 Assessments, X. Local 767M Print Shop, Y. Local 1652 Medical Examiner, Z. Local 1652M Worksource, AA. Local 2084-FM DES, BB. Local 2084-SC Superior Court Staff Wages Only, CC. Local 2084SC-S Superior Court Supervisors Wages Only, DD. Local 1652R Industrial & Hazardous Waste, EE. Local 2084-S Juvenile Detention Supervisors, FF. KCJDG Juvenile Detention, GG. Wash State Nurses Assoc. Staff Unit, HH. Prosecuting Attorney Assoc., II. UCA Corrections Jail Captains, JJ. PSEU CTV, KK. Ferry Coalition Inland Boatmens, LL. Ferry Coalition Masters, Mates & Pilots, MM. Ferry Coalition Marine Engineers Beneficial Assoc.

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 925
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of \$60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Service Employees International Union, Local 925 - Department of Natural Resources and Parks - Parks and Recreation

cba Code	Union	Contract
010	SEIU, Local 925	Department of Natural Resources and Parks - Parks and Recreation

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and Service Employees International Union, Local 925 agree as follows.

1. The parties have negotiated that all employees covered by collective bargaining agreements that are open on the subject of 2011 Cost of Living pay adjustments and represented by the aforementioned Unions will not receive a 2011 Cost of Living pay adjustment.

The parties agree that wages will be increased by percentage amounts shown below:

A. 2012 COLA

Employees shall be eligible to receive 90% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for

Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

B. 2013 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

C. 2014 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

The parties agree when significant shifts in economic and fiscal conditions occur during the term of this agreement, the parties agree to reopen negotiations for COLA when triggered by either an increase in the King County unemployment rate of more than 2 percentage points compared with the previous year or a decline of more than 7% in County retail sales as determined by comparing current year to previous year. Data will be derived from Washington State Department of Revenue. By no later than July 30th of each year of this agreement, the county will assess whether the economic measurements listed above trigger contract reopeners on COLA for the subsequent year.

2. Employees covered by this Agreement will be eligible to receive, in 2011, 2012, 2013 and 2014, other forms of compensation adjustments as provided for in their collective bargaining agreement.

3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.

4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011 through 2012.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of the aforementioned Unions.

7. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

8. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2014.

9. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches an agreement with the Amalgamated Transit Union, Local 587 (ATU) related to the 2011 COLA that is more favorable, this entire agreement will be reopened for negotiations for those bargaining units eligible for interest arbitration.

For Service Employees International Union, Local 925:

Tyler Hoff

11-5-10
Date

For King County:

P. Cole-Tindall
Patti Cole-Tindall, Director
Office of Labor Relations
King County Executive Office

11-5-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 925
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of \$60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Service Employees International Union, Local 925 - Wastewater Treatment Division - Department of Natural Resources and Parks

cba Code	Union	Contract
011	SEIU, Local 925	Wastewater Treatment Division - Department of Natural Resources and Parks

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and Service Employees International Union, Local 925 agree as follows.

1. The parties have negotiated that all employees covered by collective bargaining agreements that are open on the subject of 2011 Cost of Living pay adjustments and represented by the aforementioned Unions will not receive a 2011 Cost of Living pay adjustment.

The parties agree that wages will be increased by percentage amounts shown below:

A. 2012 COLA

Employees shall be eligible to receive 90% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for

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B. 2013 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

C. 2014 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

The parties agree when significant shifts in economic and fiscal conditions occur during the term of this agreement, the parties agree to reopen negotiations for COLA when triggered by either an increase in the King County unemployment rate of more than 2 percentage points compared with the previous year or a decline of more than 7% in County retail sales as determined by comparing current year to previous year. Data will be derived from Washington State Department of Revenue. By no later than July 30th of each year of this agreement, the county will assess whether the economic measurements listed above trigger contract reopeners on COLA for the subsequent year.

2. Employees covered by this Agreement will be eligible to receive, in 2011, 2012, 2013 and 2014, other forms of compensation adjustments as provided for in their collective bargaining agreement.
3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.
4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011 through 2012.
5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.
6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of the aforementioned Unions.
7. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

8. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2014.

9. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches an agreement with the Amalgamated Transit Union, Local 587 (ATU) related to the 2011 COLA that is more favorable, this entire agreement will be reopened for negotiations for those bargaining units eligible for interest arbitration.

For Service Employees International Union, Local 925:

Tyler East

11-5-10
Date

For King County:

P. Cole-Tindall
Patti Cole-Tindall, Director
Office of Labor Relations
King County Executive Office

11-5-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
PUBLIC SAFETY EMPLOYEES UNION
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of \$60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Public Safety Employees Union - Superior Court Clerks - Judicial Administration

cha Code	Union	Contract
020	PSEU	Superior Court Clerks - Judicial Administration

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and Public Safety Employees Union agree as follows.

1. The parties have negotiated that all employees covered by collective bargaining agreements that are open on the subject of 2011 Cost of Living pay adjustments and represented by the aforementioned Unions will not receive a 2011 Cost of Living pay adjustment.

The parties agree that wages will be increased by percentage amounts shown below:

A. 2012 COLA

Employees shall be eligible to receive 90% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

B. 2013 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

C. 2014 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

The parties agree when significant shifts in economic and fiscal conditions occur during the term of this agreement, the parties agree to reopen negotiations for COLA when triggered by either an increase in the King County unemployment rate of more than 2 percentage points compared with the previous year or a decline of more than 7% in County retail sales as determined by comparing current year to previous year. Data will be derived from Washington State Department of Revenue. By no later than July 30th of each year of this agreement, the county will assess whether the economic measurements listed above trigger contract reopeners on COLA for the subsequent year.

2. Employees covered by this Agreement will be eligible to receive, in 2011, 2012, 2013 and 2014, other forms of compensation adjustments as provided for in their collective bargaining agreement.

3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.

4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011 through 2012.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

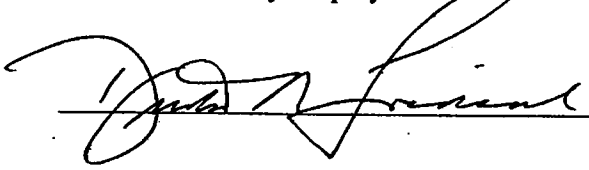
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8. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2014.

9. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches an agreement with the Amalgamated Transit Union, Local 587 (ATU) related to the 2011 COLA that is more favorable, this entire agreement will be reopened for negotiations for those bargaining units eligible for interest arbitration.

For Public Safety Employees Union:



11/4/10
ant
Date

For King County:

P. Cole-Tindall

Patti Cole-Tindall, Director
Office of Labor Relations
King County Executive Office

11-5-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
PUBLIC SAFETY EMPLOYEES UNION
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of \$60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Public Safety Employees Union - Legal Administrative Specialists - Department of Judicial Administration

cba Code	Union	Contract
021	PSEU	Legal Administrative Specialists - Department of Judicial Administration

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and Public Safety Employees Union agree as follows.

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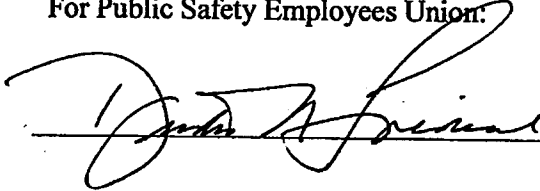
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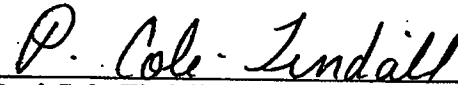
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For Public Safety Employees Union:



²⁰¹
11/10/10
Date

For King County:



Patti Cole-Tindall, Director
Office of Labor Relations
King County Executive Office

11-5-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 925
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of \$60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Service Employees International Union, Local 925 - Involuntary Commitment Specialists - Mental Health, Department of Community and Human Services

cba Code	Union	Contract
030	SEIU, Local 925	Involuntary Commitment Specialists - Mental Health, Department of Community and Human Services

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

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For Service Employees International Union, Local 925:

Tyler Holt

Nov. 8, 2010
Date

For King County:

P. Cole-Tindall
Patti Cole-Tindall, Director
Office of Labor Relations
King County Executive Office

11-8-2010
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
INTERNATIONAL FEDERATION OF PROFESSIONAL & TECHNICAL ENGINEERS,
LOCAL 17
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of \$60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by International Federation of Professional & Technical Engineers, Local 17 - Departments: Development and Environmental Services, Executive Services, Natural Resources and Parks, Transportation

cba Code	Union	Contract
040	IFPTE, Local 17	Departments: Development and Environmental Services, Executive Services, Natural Resources and Parks, Transportation

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and International Federation of Professional & Technical Engineers, Local 17 agree as follows.

1. The parties have negotiated that all employees covered by collective bargaining agreements that are open on the subject of 2011 Cost of Living pay adjustments and represented by the aforementioned Unions will not receive a 2011 Cost of Living pay adjustment.

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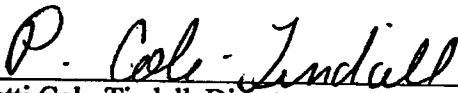
For International Federation of Professional & Technical Engineers,
Local 17:



11/4/10

Date

For King County:



Patti Cole-Tindall, Director
Office of Labor Relations
King County Executive Office

11-5-10

Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
INTERNATIONAL FEDERATION OF PROFESSIONAL & TECHNICAL ENGINEERS,
LOCAL 17
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of \$60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by International Federation of Professional & Technical Engineers, Local 17 - Professional and Technical, Interest Arbitration - Department of Transportation, Metro Transit Division

cba Code	Union	Contract
043	IFPTE, Local 17	Professional and Technical, Interest Arbitration - Department of Transportation, Metro Transit Division

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and International Federation of Professional & Technical Engineers, Local 17 agree as follows.

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The parties agree that wages will be increased by percentage amounts shown below:

A. 2012 COLA

Employees shall be eligible to receive 90% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

B. 2013 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

C. 2014 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

The parties agree when significant shifts in economic and fiscal conditions occur during the term of this agreement, the parties agree to reopen negotiations for COLA when triggered by either an increase in the King County unemployment rate of more than 2 percentage points compared with the previous year or a decline of more than 7% in County retail sales as determined by comparing current year to previous year. Data will be derived from Washington State Department of Revenue. By no later than July 30th of each year of this agreement, the county will assess whether the economic measurements listed above trigger contract reopeners on COLA for the subsequent year.

2. Employees covered by this Agreement will be eligible to receive, in 2011, 2012, 2013 and 2014, other forms of compensation adjustments as provided for in their collective bargaining agreement.

3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.

4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011 through 2012.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of the aforementioned Unions.

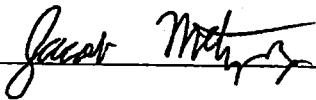
7. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if

more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

8. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2014.

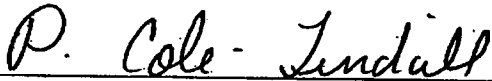
9. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches an agreement with the Amalgamated Transit Union, Local 587 (ATU) related to the 2011 COLA that is more favorable, this entire agreement will be reopened for negotiations for those bargaining units eligible for interest arbitration.

For International Federation of Professional & Technical Engineers,
Local 17:



11/4/10
Date

For King County:



Patti Cole-Tindall, Director
Office of Labor Relations
King County Executive Office

11-5-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
INTERNATIONAL FEDERATION OF PROFESSIONAL & TECHNICAL ENGINEERS,
LOCAL 17
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of \$60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by International Federation of Professional & Technical Engineers, Local 17 - Transit Supervisors - Department of Transportation, Metro Transit Division

cba Code	Union	Contract
044	IFPTE, Local 17	Transit Supervisors - Department of Transportation, Metro Transit Division

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and International Federation of Professional & Technical Engineers, Local 17 agree as follows.

1. The parties have negotiated that all employees covered by collective bargaining agreements that are open on the subject of 2011 Cost of Living pay adjustments and represented by the aforementioned Unions will not receive a 2011 Cost of Living pay adjustment.

The parties agree that wages will be increased by percentage amounts shown below:

A. 2012 COLA

Employees shall be eligible to receive 90% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

B. 2013 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

C. 2014 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

The parties agree when significant shifts in economic and fiscal conditions occur during the term of this agreement, the parties agree to reopen negotiations for COLA when triggered by either an increase in the King County unemployment rate of more than 2 percentage points compared with the previous year or a decline of more than 7% in County retail sales as determined by comparing current year to previous year. Data will be derived from Washington State Department of Revenue. By no later than July 30th of each year of this agreement, the county will assess whether the economic measurements listed above trigger contract reopeners on COLA for the subsequent year.

2. Employees covered by this Agreement will be eligible to receive, in 2011, 2012, 2013 and 2014, other forms of compensation adjustments as provided for in their collective bargaining agreement.

3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.

4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011 through 2012.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of the aforementioned Unions.

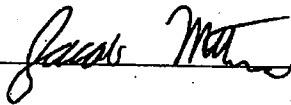
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more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

8. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2014.

9. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches an agreement with the Amalgamated Transit Union, Local 587 (ATU) related to the 2011 COLA that is more favorable, this entire agreement will be reopened for negotiations for those bargaining units eligible for interest arbitration.

For International Federation of Professional & Technical Engineers,
Local 17:



11/4/10
Date

For King County:



Patti Cole-Tindall, Director
Office of Labor Relations
King County Executive Office

11-4-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
INTERNATIONAL FEDERATION OF PROFESSIONAL & TECHNICAL ENGINEERS,
LOCAL 17
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of \$60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by International Federation of Professional & Technical Engineers, Local 17 - Information Technology

cba Code	Union	Contract
048	IFPTE, Local 17	Information Technology

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and International Federation of Professional & Technical Engineers, Local 17 agree as follows.

1. The parties have negotiated that all employees covered by collective bargaining agreements that are open on the subject of 2011 Cost of Living pay adjustments and represented by the aforementioned Unions will not receive a 2011 Cost of Living pay adjustment.

The parties agree that wages will be increased by percentage amounts shown below:

A. 2012 COLA

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B. 2013 COLA

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C. 2014 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

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4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011 through 2012.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of the aforementioned Unions.

7. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

8. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2014.

9. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches an agreement with the Amalgamated Transit Union, Local 587 (ATU) related to the 2011 COLA that is more favorable, this entire agreement will be reopened for negotiations for those bargaining units eligible for interest arbitration.

For International Federation of Professional & Technical Engineers,
Local 17:

Jared Meyer

11/4/10
Date

For King County:

P. Cole-Tindall
Patti Cole-Tindall, Director
Office of Labor Relations
King County Executive Office

11-5-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
INTERNATIONAL FEDERATION OF PROFESSIONAL & TECHNICAL ENGINEERS,
LOCAL 17
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of \$60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by International Federation of Professional & Technical Engineers, Local 17 - Court Reporters - Superior Court

cba Code	Union	Contract
050	IFPTE, Local 17	Court Reporters - Superior Court

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and International Federation of Professional & Technical Engineers, Local 17 agree as follows.

1. The parties have negotiated that all employees covered by collective bargaining agreements that are open on the subject of 2011 Cost of Living pay adjustments and represented by the aforementioned Unions will not receive a 2011 Cost of Living pay adjustment.

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C. 2014 COLA

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5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

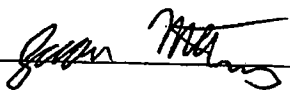
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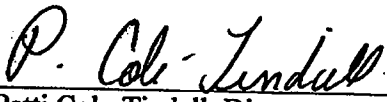
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For International Federation of Professional & Technical Engineers,
Local 17:



11/4/10
Date

For King County:



Patti Cole-Tindall, Director
Office of Labor Relations
King County Executive Office

11-5-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
INTERNATIONAL FEDERATION OF PROFESSIONAL & TECHNICAL ENGINEERS,
LOCAL 17
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of \$60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by International Federation of Professional & Technical Engineers, Local 17 - Departments: Public Health, Community and Human Services

cba Code	Union	Contract
060	IFPTE, Local 17	Departments: Public Health, Community and Human Services

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

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The parties agree that wages will be increased by percentage amounts shown below:

A. 2012 COLA

Employees shall be eligible to receive 90% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for

Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

B. 2013 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

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For International Federation of Professional & Technical Engineers,
Local 17:

Gordon M. [Signature]

11/4/10
Date

For King County:

P. Cole-Tindall

Patti Cole-Tindall, Director
Office of Labor Relations
King County Executive Office

11-5-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
INTERNATIONAL FEDERATION OF PROFESSIONAL & TECHNICAL ENGINEERS,
LOCAL 17
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of \$60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by International Federation of Professional & Technical Engineers, Local 17 - Supervisors - Departments: Executive Services (Facilities Management Division), Natural Resources and Parks, Transportation

cba Code	Union	Contract
065	IFPTE, Local 17	Supervisors - Departments: Executive Services (Facilities Management Division), Natural Resources and Parks, Transportation

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and International Federation of Professional & Technical Engineers, Local 17 agree as follows.

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C. 2014 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

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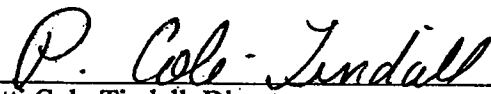
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For International Federation of Professional & Technical Engineers,
Local 17:



11/4/10
Date

For King County:



Patti Cole-Tindall, Director
Office of Labor Relations
King County Executive Office

11-5-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
INTERNATIONAL FEDERATION OF PROFESSIONAL & TECHNICAL ENGINEERS,
LOCAL 17
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of \$60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by International Federation of Professional & Technical Engineers, Local 17 - Section Managers - Departments: Natural Resources and Parks, Transportation, Development and Environmental Services

cba Code	Union	Contract
066	IFPTE, Local 17	Section Managers - Departments: Natural Resources and Parks, Transportation, Development and Environmental Services

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and International Federation of Professional & Technical Engineers, Local 17 agree as follows.

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Addressing King County 2011 Budget Crisis - 2011 COLA

*International Federation of Professional & Technical Engineers, Local 17 - Section Managers - Departments:
Natural Resources and Parks, Transportation, Development and Environmental Services*


000U0310_COLA-2011_066

more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

8. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2014.

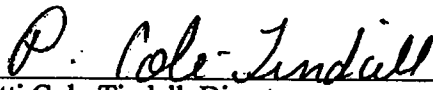
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For International Federation of Professional & Technical Engineers,
Local 17:



11/4/10
Date

For King County:



Patti Cole-Tindall, Director
Office of Labor Relations
King County Executive Office

11-5-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES,
COUNCIL 2, LOCAL 21HD
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of 60 million dollars;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Washington State Council of County and City Employees, Council 2, Local 21HD are covered under the following labor agreement.

cba Code	Union	Contract
070	WSCCE, Council 2, Local 21HD	Department of Public Health

WHEREAS, the parties collective bargaining agreement is open on the subject of 2011 Cost of Living pay adjustments, the Union has agreed to the provisions below.

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and the undersigned Union agree as follows.

1. The parties have negotiated that all employees covered by the aforementioned collective bargaining agreement will not receive a 2011 Cost of Living pay adjustment.
2. Employees covered by this Agreement will be eligible to receive, in 2011, other forms of compensation adjustments as provided for in their collective bargaining agreement.
3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.
4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

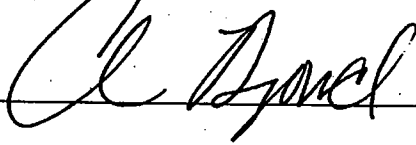
6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of Washington State Council of County and City Employees, Council 2, Local 21HD: Department of Public Health.

7. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches any agreement with the King County Labor Coalition related to the 2011 COLA that includes any additional wages or benefits not contained in this Memorandum of Agreement, the same provision(s) shall be offered, retroactively where applicable, to all bargaining units included in this Agreement. This section shall not apply to any provisions awarded as part of an interest arbitration award.

8. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

9. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2011.

For Washington State Council of County and
City Employees, Council 2, Local 21HD:



9/15/10
Date

For King County:



Patti Cole-Tindall
Director
Office of Labor Relations
King County Executive Office

9-15-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES,
COUNCIL 2, LOCAL 21AD
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of 60 million dollars;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Washington State Council of County and City Employees, Council 2, Local 21AD are covered under the following labor agreement.

cba Code	Union	Contract
080	WSCCCE, Council 2, Local 21AD	Department of Adult & Juvenile Detention

WHEREAS, the parties collective bargaining agreement is open on the subject of 2011 Cost of Living pay adjustments, the Union has agreed to the provisions below.

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and the undersigned Union agree as follows.

1. The parties have negotiated that all employees covered by the aforementioned collective bargaining agreement will not receive a 2011 Cost of Living pay adjustment.
2. Employees covered by this Agreement will be eligible to receive, in 2011, other forms of compensation adjustments as provided for in their collective bargaining agreement.
3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.
4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

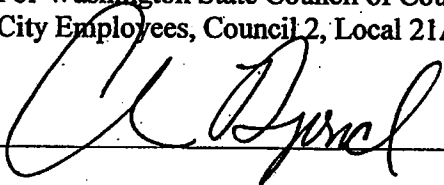
6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of Washington State Council of County and City Employees, Council 2, Local 21AD: Department of Adult & Juvenile Detention.

7. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches any agreement with the King County Labor Coalition related to the 2011 COLA that includes any additional wages or benefits not contained in this Memorandum of Agreement, the same provision(s) shall be offered, retroactively where applicable, to all bargaining units included in this Agreement. This section shall not apply to any provisions awarded as part of an interest arbitration award.

8. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

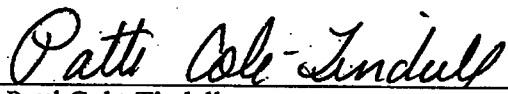
9. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2011.

For Washington State Council of County and City Employees, Council 2, Local 21AD:



9/1/10
Date

For King County:



Patti Cole-Tindall
Director
Office of Labor Relations
King County Executive Office

9-15-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES,
COUNCIL 2, LOCAL 21DC
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of 60 million dollars;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Washington State Council of County and City Employees, Council 2, Local 21DC are covered under the following labor agreement.

cba Code	Union	Contract
090	WSCCCE, Council 2, Local 21DC	District Court - Wages

WHEREAS, the parties collective bargaining agreement is open on the subject of 2011 Cost of Living pay adjustments, the Union has agreed to the provisions below.

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and the undersigned Union agree as follows.

1. The parties have negotiated that all employees covered by the aforementioned collective bargaining agreement will not receive a 2011 Cost of Living pay adjustment.
2. Employees covered by this Agreement will be eligible to receive, in 2011, other forms of compensation adjustments as provided for in their collective bargaining agreement.
3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.
4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

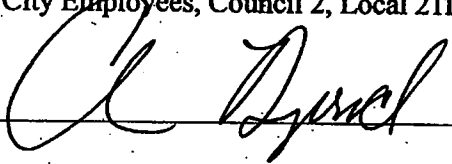
6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of Washington State Council of County and City Employees, Council 2, Local 21DC: District Court - Wages.

7. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches any agreement with the King County Labor Coalition related to the 2011 COLA that includes any additional wages or benefits not contained in this Memorandum of Agreement, the same provision(s) shall be offered, retroactively where applicable, to all bargaining units included in this Agreement. This section shall not apply to any provisions awarded as part of an interest arbitration award.

8. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

9. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2011.

For Washington State Council of County and City Employees, Council 2, Local 21DC:



9/1/10
Date

For King County:



9-15-10
Date

Patti Cole-Tindall
Director
Office of Labor Relations
King County Executive Office

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
ANIMAL CONTROL OFFICERS GUILD
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of 60 million dollars;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Animal Control Officers Guild are covered under the following labor agreement.

cba Code	Union	Contract
170	ACOG	Animal Control - Department of Executive Services (Records & Licensing Services)

WHEREAS, the parties collective bargaining agreement is open on the subject of 2011 Cost of Living pay adjustments, the Union has agreed to the provisions below.

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and the undersigned Union agree as follows.

1. The parties have negotiated that all employees covered by the aforementioned collective bargaining agreement will not receive a 2011 Cost of Living pay adjustment.
2. Employees covered by this Agreement will be eligible to receive, in 2011, other forms of compensation adjustments as provided for in their collective bargaining agreement.
3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.
4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of Animal Control Officers Guild: Animal Control - Department of Executive Services (Records & Licensing Services).

7. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches any agreement with the King County Labor Coalition related to the 2011 COLA that includes any additional wages or benefits not contained in this Memorandum of Agreement, the same provision(s) shall be offered, retroactively where applicable, to all bargaining units included in this Agreement. This section shall not apply to any provisions awarded as part of an interest arbitration award.

8. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

9. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2011.

For Animal Control Officers Guild:

Shelby Russian
ACOG PRESIDENT
SHELBY RUSSIAN

9/10/10
Date

For King County:

Patti Cole-Tindall
Patti Cole-Tindall
Director
Office of Labor Relations
King County Executive Office

9-14-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
PUBLIC SAFETY EMPLOYEES UNION
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of \$60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Public Safety Employees Union - Non-Commissioned - Department of Adult and Juvenile Detention

cba Code	Union	Contract
191	PSEU	Non-Commissioned - Department of Adult and Juvenile Detention

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and Public Safety Employees Union agree as follows.

1. The parties have negotiated that all employees covered by collective bargaining agreements that are open on the subject of 2011 Cost of Living pay adjustments and represented by the aforementioned Unions will not receive a 2011 Cost of Living pay adjustment.

The parties agree that wages will be increased by percentage amounts shown below:

A. 2012 COLA

Employees shall be eligible to receive 90% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

B. 2013 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

C. 2014 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

The parties agree when significant shifts in economic and fiscal conditions occur during the term of this agreement, the parties agree to reopen negotiations for COLA when triggered by either an increase in the King County unemployment rate of more than 2 percentage points compared with the previous year or a decline of more than 7% in County retail sales as determined by comparing current year to previous year. Data will be derived from Washington State Department of Revenue. By no later than July 30th of each year of this agreement, the county will assess whether the economic measurements listed above trigger contract reopeners on COLA for the subsequent year.

2. Employees covered by this Agreement will be eligible to receive, in 2011, 2012, 2013 and 2014, other forms of compensation adjustments as provided for in their collective bargaining agreement.

3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.

4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011 through 2012.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

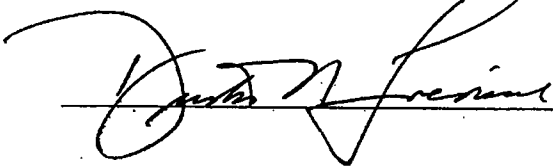
6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of the aforementioned Unions.

7. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

8. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2014.

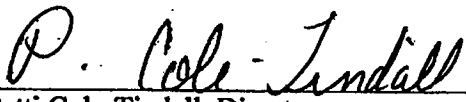
9. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches an agreement with the Amalgamated Transit Union, Local 587 (ATU) related to the 2011 COLA that is more favorable, this entire agreement will be reopened for negotiations for those bargaining units eligible for interest arbitration.

For Public Safety Employees Union:



~~11/10/10~~
11/10/10
Date

For King County:



Patti Cole-Tindall, Director
Office of Labor Relations
King County Executive Office

11-5-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
PUBLIC SAFETY EMPLOYEES UNION
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of \$60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Public Safety Employees Union - Non-Commissioned - Department of Community and Human Services

cba Code	Union	Contract
192	PSEU	Non-Commissioned - Department of Community and Human Services

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and Public Safety Employees Union agree as follows.

1. The parties have negotiated that all employees covered by collective bargaining agreements that are open on the subject of 2011 Cost of Living pay adjustments and represented by the aforementioned Unions will not receive a 2011 Cost of Living pay adjustment.

The parties agree that wages will be increased by percentage amounts shown below:

A. 2012 COLA

Employees shall be eligible to receive 90% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

B. 2013 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

C. 2014 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

The parties agree when significant shifts in economic and fiscal conditions occur during the term of this agreement, the parties agree to reopen negotiations for COLA when triggered by either an increase in the King County unemployment rate of more than 2 percentage points compared with the previous year or a decline of more than 7% in County retail sales as determined by comparing current year to previous year. Data will be derived from Washington State Department of Revenue. By no later than July 30th of each year of this agreement, the county will assess whether the economic measurements listed above trigger contract reopeners on COLA for the subsequent year.

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3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.

4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011 through 2012.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

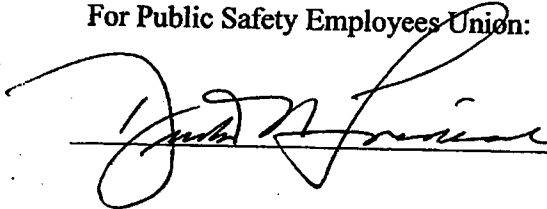
6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of the aforementioned Unions.

7. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

8. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2014.

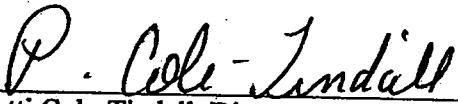
9. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches an agreement with the Amalgamated Transit Union, Local 587 (ATU) related to the 2011 COLA that is more favorable, this entire agreement will be reopened for negotiations for those bargaining units eligible for interest arbitration.

For Public Safety Employees Union:



11/15/10
Date

For King County:



Patti Cole-Tindall, Director
Office of Labor Relations
King County Executive Office

11-5-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
PUBLIC SAFETY EMPLOYEES UNION
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of \$60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Public Safety Employees Union - Non-Commissioned - King County Sheriff's Office

cba Code	Union	Contract
193	PSEU	Non-Commissioned - King County Sheriff's Office

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and Public Safety Employees Union agree as follows.

1. The parties have negotiated that all employees covered by collective bargaining agreements that are open on the subject of 2011 Cost of Living pay adjustments and represented by the aforementioned Unions will not receive a 2011 Cost of Living pay adjustment.

The parties agree that wages will be increased by percentage amounts shown below:

A. 2012 COLA

Employees shall be eligible to receive 90% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

B. 2013 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

C. 2014 COLA

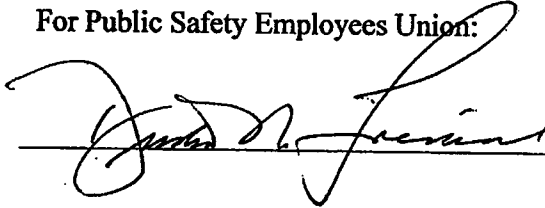
Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

The parties agree when significant shifts in economic and fiscal conditions occur during the term of this agreement, the parties agree to reopen negotiations for COLA when triggered by either an increase in the King County unemployment rate of more than 2 percentage points compared with the previous year or a decline of more than 7% in County retail sales as determined by comparing current year to previous year. Data will be derived from Washington State Department of Revenue. By no later than July 30th of each year of this agreement, the county will assess whether the economic measurements listed above trigger contract reopeners on COLA for the subsequent year.

2. Employees covered by this Agreement will be eligible to receive, in 2011, 2012, 2013 and 2014, other forms of compensation adjustments as provided for in their collective bargaining agreement.
3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.
4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011 through 2012.
5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.
6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of the aforementioned Unions.
7. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.
8. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2014.


9. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches an agreement with the Amalgamated Transit Union, Local 587 (ATU) related to the 2011 COLA that is more favorable, this entire agreement will be reopened for negotiations for those bargaining units eligible for interest arbitration.

For Public Safety Employees Union:



11/16/10
Date

For King County:



Patti Cole-Tindall, Director
Office of Labor Relations
King County Executive Office

11-5-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
PUBLIC SAFETY EMPLOYEES UNION
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of \$60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Public Safety Employees Union - Fire Marshal - Department of Development and Environmental Services

cba Code	Union	Contract
210	PSEU	Fire Marshal - Department of Development and Environmental Services

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and Public Safety Employees Union agree as follows.

1. The parties have negotiated that all employees covered by collective bargaining agreements that are open on the subject of 2011 Cost of Living pay adjustments and represented by the aforementioned Unions will not receive a 2011 Cost of Living pay adjustment.

The parties agree that wages will be increased by percentage amounts shown below:

A. 2012 COLA

Employees shall be eligible to receive 90% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

B. 2013 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

C. 2014 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

The parties agree when significant shifts in economic and fiscal conditions occur during the term of this agreement, the parties agree to reopen negotiations for COLA when triggered by either an increase in the King County unemployment rate of more than 2 percentage points compared with the previous year or a decline of more than 7% in County retail sales as determined by comparing current year to previous year. Data will be derived from Washington State Department of Revenue. By no later than July 30th of each year of this agreement, the county will assess whether the economic measurements listed above trigger contract reopeners on COLA for the subsequent year.

2. Employees covered by this Agreement will be eligible to receive, in 2011, 2012, 2013 and 2014, other forms of compensation adjustments as provided for in their collective bargaining agreement.

3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.

4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011 through 2012.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

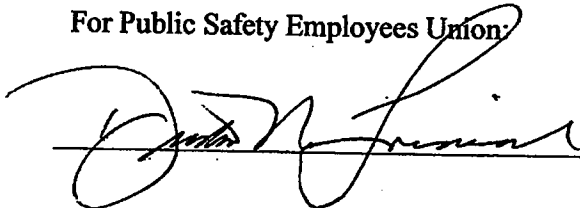
6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of the aforementioned Unions.

7. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

8. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2014.

9. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches an agreement with the Amalgamated Transit Union, Local 587 (ATU) related to the 2011 COLA that is more favorable, this entire agreement will be reopened for negotiations for those bargaining units eligible for interest arbitration.

For Public Safety Employees Union:



11/12/10
Date

For King County:

P. Cole-Tindall
Patti Cole-Tindall, Director
Office of Labor Relations
King County Executive Office

11-5-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
PUBLIC SAFETY EMPLOYEES UNION
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of \$60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Public Safety Employees Union - Communications Specialists Supervisors - King County Sheriff's Office

cba Code	Union	Contract
212	PSEU	Communications Specialists Supervisors - King County Sheriff's Office

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and Public Safety Employees Union agree as follows.

1. The parties have negotiated that all employees covered by collective bargaining agreements that are open on the subject of 2011 Cost of Living pay adjustments and represented by the aforementioned Unions will not receive a 2011 Cost of Living pay adjustment.

The parties agree that wages will be increased by percentage amounts shown below:

A. 2012 COLA

Employees shall be eligible to receive 90% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

B. 2013 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

C. 2014 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

The parties agree when significant shifts in economic and fiscal conditions occur during the term of this agreement, the parties agree to reopen negotiations for COLA when triggered by either an increase in the King County unemployment rate of more than 2 percentage points compared with the previous year or a decline of more than 7% in County retail sales as determined by comparing current year to previous year. Data will be derived from Washington State Department of Revenue. By no later than July 30th of each year of this agreement, the county will assess whether the economic measurements listed above trigger contract reopeners on COLA for the subsequent year.

2. Employees covered by this Agreement will be eligible to receive, in 2011, 2012, 2013 and 2014, other forms of compensation adjustments as provided for in their collective bargaining agreement.

3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.

4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011 through 2012.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

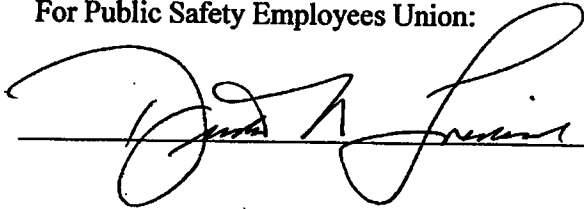
6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of the aforementioned Unions.

7. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

8. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2014.

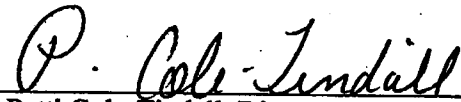
9. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches an agreement with the Amalgamated Transit Union, Local 587 (ATU) related to the 2011 COLA that is more favorable, this entire agreement will be reopened for negotiations for those bargaining units eligible for interest arbitration.

For Public Safety Employees Union:



11/16/10
Date

For King County:



Patti Cole-Tindall, Director
Office of Labor Relations
King County Executive Office

11-5-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS,
TEAMSTERS LOCAL 763
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of 60 million dollars;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Public, Professional & Office-Clerical Employees and Drivers, Teamsters Local 763 are covered under the following labor agreement.

cba Code	Union	Contract
220	Teamsters Local 763	Department of Assessments

WHEREAS, the parties collective bargaining agreement is open on the subject of 2011 Cost of Living pay adjustments, the Union has agreed to the provisions below.

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and the undersigned Union agree as follows.

1. The parties have negotiated that all employees covered by the aforementioned collective bargaining agreement will not receive a 2011 Cost of Living pay adjustment.
2. Employees covered by this Agreement will be eligible to receive, in 2011, other forms of compensation adjustments as provided for in their collective bargaining agreement.
3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.
4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.


6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of Public, Professional & Office-Clerical Employees and Drivers, Teamsters Local 763: Department of Assessments.

7. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches any agreement with the King County Labor Coalition related to the 2011 COLA that includes any additional wages or benefits not contained in this Memorandum of Agreement, the same provision(s) shall be offered, retroactively where applicable, to all bargaining units included in this Agreement. This section shall not apply to any provisions awarded as part of an interest arbitration award.

8. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

9. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2011.

For Public, Professional & Office-Clerical
Employees and Drivers, Teamsters Local 763:



11-5-10

Date

For King County:



11-5-10

Date

Patti Cole-Tindall
Director
Office of Labor Relations
King County Executive Office

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
GRAPHIC COMMUNICATIONS CONFERENCE OF THE INTERNATIONAL
BROTHERHOOD OF TEAMSTERS LOCAL 767M
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of \$60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Graphic Communications Conference of the International Brotherhood of Teamsters Local 767M - Print Shop - Graphic Communications; Department of Executive Services (Facilities Management Division)

cba Code	Union	Contract
230	GGC/IBT Local 767M	Print Shop - Graphic Communications; Department of Executive Services (Facilities Management Division)

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and Graphic Communications Conference of the International Brotherhood of Teamsters Local 767M agree as follows.

1. The parties have negotiated that all employees covered by collective bargaining agreements that are open on the subject of 2011 Cost of Living pay adjustments and represented by the aforementioned Unions will not receive a 2011 Cost of Living pay adjustment.

The parties agree that wages will be increased by percentage amounts shown below:

A. 2012 COLA

Employees shall be eligible to receive 90% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

B. 2013 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

C. 2014 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

The parties agree when significant shifts in economic and fiscal conditions occur during the term of this agreement, the parties agree to reopen negotiations for COLA when triggered by either an increase in the King County unemployment rate of more than 2 percentage points compared with the previous year or a decline of more than 7% in County retail sales as determined by comparing current year to previous year. Data will be derived from Washington State Department of Revenue. By no later than July 30th of each year of this agreement, the county will assess whether the economic measurements listed above trigger contract reopeners on COLA for the subsequent year.

2. Employees covered by this Agreement will be eligible to receive, in 2011, 2012, 2013 and 2014, other forms of compensation adjustments as provided for in their collective bargaining agreement.

3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.

4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011 through 2012.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of the aforementioned Unions.

7. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if

more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

8. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2014.


9. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches an agreement with the Amalgamated Transit Union, Local 587 (ATU) related to the 2011 COLA that is more favorable, this entire agreement will be reopened for negotiations for those bargaining units eligible for interest arbitration.

For Graphic Communications Conference of the International
Brotherhood of Teamsters Local 767M:



11/4/10
Date

For King County:



Patti Cole-Tindall, Director
Office of Labor Relations
King County Executive Office

11-4-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES,
COUNCIL 2, LOCAL 1652
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of 60 million dollars;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Washington State Council of County and City Employees, Council 2, Local 1652 are covered under the following labor agreement.

cba Code	Union	Contract
260	WSCCCE, Council 2, Local 1652	Medical Examiner - Department of Public Health

WHEREAS, the parties collective bargaining agreement is open on the subject of 2011 Cost of Living pay adjustments, the Union has agreed to the provisions below.

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and the undersigned Union agree as follows.

1. The parties have negotiated that all employees covered by the aforementioned collective bargaining agreement will not receive a 2011 Cost of Living pay adjustment.
2. Employees covered by this Agreement will be eligible to receive, in 2011, other forms of compensation adjustments as provided for in their collective bargaining agreement.
3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.
4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

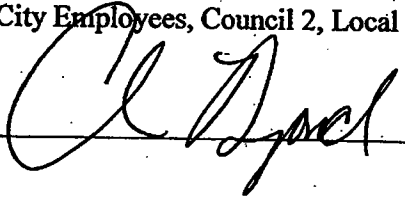
6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of Washington State Council of County and City Employees, Council 2, Local 1652: Medical Examiner - Department of Public Health.

7. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches any agreement with the King County Labor Coalition related to the 2011 COLA that includes any additional wages or benefits not contained in this Memorandum of Agreement, the same provision(s) shall be offered, retroactively where applicable, to all bargaining units included in this Agreement. This section shall not apply to any provisions awarded as part of an interest arbitration award.

8. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

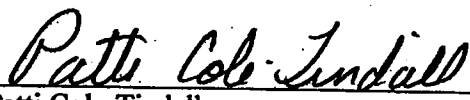
9. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2011.

For Washington State Council of County and City Employees, Council 2, Local 1652:



9/15/10
Date

For King County:



Patti Cole-Tindall
Director
Office of Labor Relations
King County Executive Office

9-15-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES,
COUNCIL 2, LOCAL 1652M
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of 60 million dollars;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Washington State Council of County and City Employees, Council 2, Local 1652M are covered under the following labor agreement.

cba Code	Union	Contract
263	WSCCCE, Council 2, Local 1652M	WorkSource - Department of Community & Human Services

WHEREAS, the parties collective bargaining agreement is open on the subject of 2011 Cost of Living pay adjustments, the Union has agreed to the provisions below.

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and the undersigned Union agree as follows.

1. The parties have negotiated that all employees covered by the aforementioned collective bargaining agreement will not receive a 2011 Cost of Living pay adjustment.
2. Employees covered by this Agreement will be eligible to receive, in 2011, other forms of compensation adjustments as provided for in their collective bargaining agreement.
3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.
4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

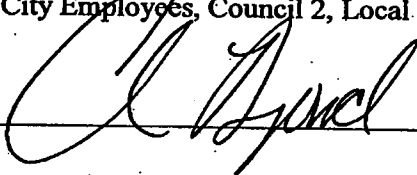
6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of Washington State Council of County and City Employees, Council 2, Local 1652M: WorkSource - Department of Community & Human Services.

7. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches any agreement with the King County Labor Coalition related to the 2011 COLA that includes any additional wages or benefits not contained in this Memorandum of Agreement, the same provision(s) shall be offered, retroactively where applicable, to all bargaining units included in this Agreement. This section shall not apply to any provisions awarded as part of an interest arbitration award.

8. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.


9. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2011.

For Washington State Council of County and City Employees, Council 2, Local 1652M:



9/1/10
Date

For King County:



Patti Cole-Tindall
Director
Office of Labor Relations
King County Executive Office

9-15-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES,
COUNCIL 2, LOCAL 2084-FM
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of 60 million dollars;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Washington State Council of County and City Employees, Council 2, Local 2084-FM are covered under the following labor agreement.

cha Code	Union	Contract
272	WSCCCE, Council 2, Local 2084-FM	Department of Executive Services, Facilities Management Division

WHEREAS, the parties collective bargaining agreement is open on the subject of 2011 Cost of Living pay adjustments, the Union has agreed to the provisions below.

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and the undersigned Union agree as follows.

1. The parties have negotiated that all employees covered by the aforementioned collective bargaining agreement will not receive a 2011 Cost of Living pay adjustment.
2. Employees covered by this Agreement will be eligible to receive, in 2011, other forms of compensation adjustments as provided for in their collective bargaining agreement.
3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.
4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

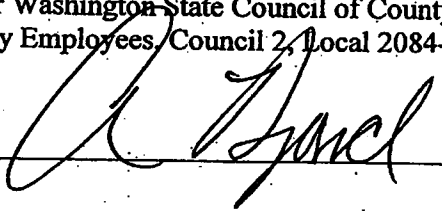
6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of Washington State Council of County and City Employees, Council 2, Local 2084-FM: Department of Executive Services, Facilities Management Division.

7. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches any agreement with the King County Labor Coalition related to the 2011 COLA that includes any additional wages or benefits not contained in this Memorandum of Agreement, the same provision(s) shall be offered, retroactively where applicable, to all bargaining units included in this Agreement. This section shall not apply to any provisions awarded as part of an interest arbitration award.

8. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

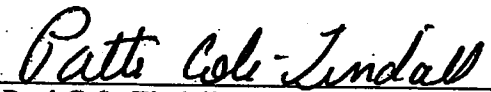
9. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2011.

For Washington State Council of County and City Employees, Council 2, Local 2084-FM:



9/1/10
Date

For King County:



Patti Cole-Tindall
Director
Office of Labor Relations
King County Executive Office

9-15-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES,
COUNCIL 2, LOCAL 2084-SC
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of 60 million dollars;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Washington State Council of County and City Employees, Council 2, Local 2084-SC are covered under the following labor agreement.

cba Code	Union	Contract
273	WSCCCE, Council 2, Local 2084-SC	Superior Court - Staff (Wages Only)

WHEREAS, the parties collective bargaining agreement is open on the subject of 2011 Cost of Living pay adjustments, the Union has agreed to the provisions below.

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and the undersigned Union agree as follows.

1. The parties have negotiated that all employees covered by the aforementioned collective bargaining agreement will not receive a 2011 Cost of Living pay adjustment.
2. Employees covered by this Agreement will be eligible to receive, in 2011, other forms of compensation adjustments as provided for in their collective bargaining agreement.
3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.
4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

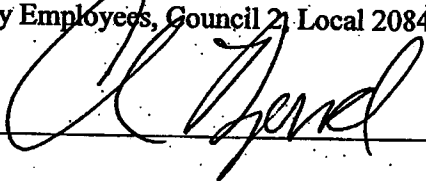
6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of Washington State Council of County and City Employees, Council 2, Local 2084-SC: Superior Court - Staff (Wages Only).

7. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches any agreement with the King County Labor Coalition related to the 2011 COLA that includes any additional wages or benefits not contained in this Memorandum of Agreement, the same provision(s) shall be offered, retroactively where applicable, to all bargaining units included in this Agreement. This section shall not apply to any provisions awarded as part of an interest arbitration award.

8. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

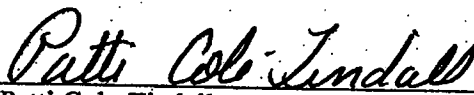
9. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2011.

For Washington State Council of County and City Employees, Council 2, Local 2084-SC:



9/1/10
Date

For King County:



Patti Cole-Tindall
Director
Office of Labor Relations
King County Executive Office

9-15-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES,
COUNCIL 2, LOCAL 2084SC-S
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of 60 million dollars;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Washington State Council of County and City Employees, Council 2, Local 2084SC-S are covered under the following labor agreement.

cba Code	Union	Contract
274	WSCCCE, Council 2, Local 2084SC-S	Superior Court - Supervisors (Wages Only)

WHEREAS, the parties collective bargaining agreement is open on the subject of 2011 Cost of Living pay adjustments, the Union has agreed to the provisions below.

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and the undersigned Union agree as follows.

1. The parties have negotiated that all employees covered by the aforementioned collective bargaining agreement will not receive a 2011 Cost of Living pay adjustment.
2. Employees covered by this Agreement will be eligible to receive, in 2011, other forms of compensation adjustments as provided for in their collective bargaining agreement.
3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.
4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

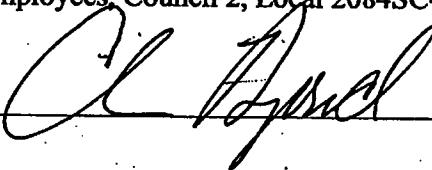
6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of Washington State Council of County and City Employees, Council 2, Local 2084SC-S: Superior Court - Supervisors (Wages Only).

7. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches any agreement with the King County Labor Coalition related to the 2011 COLA that includes any additional wages or benefits not contained in this Memorandum of Agreement, the same provision(s) shall be offered, retroactively where applicable, to all bargaining units included in this Agreement. This section shall not apply to any provisions awarded as part of an interest arbitration award.

8. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.


9. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2011.

For Washington State Council of County and City Employees, Council 2, Local 2084SC-S:



9/17/10
Date

For King County:


Patti Cole-Tindall
Director
Office of Labor Relations
King County Executive Office

9-15-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES,
COUNCIL 2, LOCAL 1652R
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of 60 million dollars;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Washington State Council of County and City Employees, Council 2, Local 1652R are covered under the following labor agreement.

cba Code	Union	Contract
275	WSCCCE, Council 2, Local 1652R	Industrial and Hazardous Waste

WHEREAS, the parties collective bargaining agreement is open on the subject of 2011 Cost of Living pay adjustments, the Union has agreed to the provisions below.

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and the undersigned Union agree as follows.

1. The parties have negotiated that all employees covered by the aforementioned collective bargaining agreement will not receive a 2011 Cost of Living pay adjustment.
2. Employees covered by this Agreement will be eligible to receive, in 2011, other forms of compensation adjustments as provided for in their collective bargaining agreement.
3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.
4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

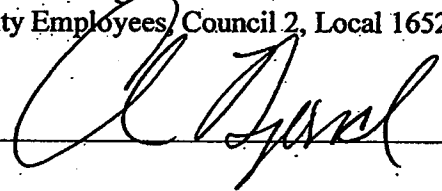
6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of Washington State Council of County and City Employees, Council 2, Local 1652R: Industrial and Hazardous Waste.

7. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches any agreement with the King County Labor Coalition related to the 2011 COLA that includes any additional wages or benefits not contained in this Memorandum of Agreement, the same provision(s) shall be offered, retroactively where applicable, to all bargaining units included in this Agreement. This section shall not apply to any provisions awarded as part of an interest arbitration award.

8. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.


9. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2011.

For Washington State Council of County and City Employees, Council 2, Local 1652R:



9/1/10
Date

For King County:



Patti Cole-Tindall
Director
Office of Labor Relations
King County Executive Office

9-15-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES,
COUNCIL 2, LOCAL 2084-S
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of \$60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Washington State Council of County and City Employees, Council 2, Local 2084-S (Department of Adult and Juvenile Detention (Juvenile Detention Division Supervisors))

cba Code	Union	Contract
276	WSCCCE, Council 2, Local 2084-S	Department of Adult & Juvenile Detention (Juvenile Detention Division Supervisors)

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and Washington State Council of County and City Employees, Council 2, Local 2084-S agree as follows.

1. The parties have negotiated that all employees covered by collective bargaining agreements that are open on the subject of 2011 Cost of Living pay adjustments and represented by the aforementioned Unions will not receive a 2011 Cost of Living pay adjustment.

The parties agree that wages will be increased by percentage amounts shown below:

A. 2012 COLA

Employees shall be eligible to receive 90% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

B. 2013 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

C. 2014 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

The parties agree when significant shifts in economic and fiscal conditions occur during the term of this agreement, the parties agree to reopen negotiations for COLA when triggered by either an increase in the King County unemployment rate of more than 2 percentage points compared with the previous year or a decline of more than 7% in County retail sales as determined by comparing current year to previous year. Data will be derived from Washington State Department of Revenue. By no later than July 30th of each year of this agreement, the county will assess whether the economic measurements listed above trigger contract reopeners on COLA for the subsequent year.

2. Employees covered by this Agreement will be eligible to receive, in 2011, 2012, 2013 and 2014, other forms of compensation adjustments as provided for in their collective bargaining agreement.

3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.

4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011 through 2012.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

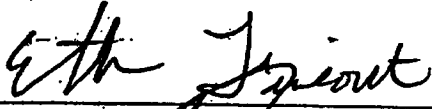
6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of the aforementioned Unions.

7. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

8. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2014.

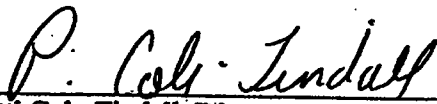
9. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches an agreement with the Amalgamated Transit Union, Local 587 (ATU) related to the 2011 COLA that is more favorable, this entire agreement will be reopened for negotiations for those bargaining units eligible for interest arbitration.

For Washington State Council of County and City Employees,
Council 2, Local 2084-S



10/27/10
Date
10/27/10

For King County:



Patti Cole-Tindall, Director
Office of Labor Relations
King County Executive Office

10-28-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
KING COUNTY JUVENILE DETENTION GUILD
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of 60 million dollars;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by King County Juvenile Detention Guild are covered under the following labor agreement.

cba Code	Union	Contract
296	KCJDG	Department of Adult & Juvenile Detention - Juvenile Detention

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011;

WHEREAS, the parties' contract expires on December 31, 2010 and the parties are currently in negotiations for a successor agreement;

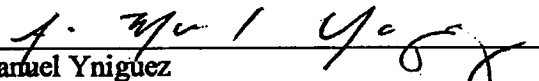
NOW THEREFORE, King County and the King County Juvenile Detention Guild have reached the following agreement:

1. The parties have agreed upon a two (2) year economic agreement to be effective January 1, 2011 through December 31, 2012.
2. The economic agreement includes a zero COLA for 2011 and a COLA reopener for 2012 which is limited to negotiating what, if any, across-the-board wage increase should apply to this Bargaining Unit.
3. Subject to the King County's budget process, the Executive shall propose and advocate for the reinstatement of one (1) Alternative to Secure Detention position eliminated in the Budget submitted by the Executive to the King County Council.

4. The parties acknowledge that this agreement is subject to approval by the King County Council.

5. This agreement shall expire on December 31, 2012.

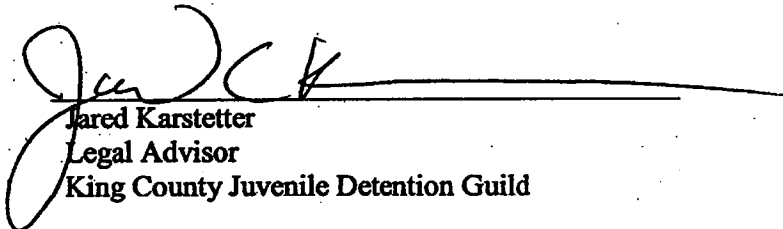
For King County Juvenile Detention Guild:



Manuel Yniguez
President, King County Juvenile Detention Guild

10-12-2010
Date


Approved as to Form for King County Juvenile Detention Guild:



Jared Karstetter
Legal Advisor
King County Juvenile Detention Guild

14 OCT 10
Date

For King County:



Patricia Cole-Tindall
Director
Office of Labor Relations
King County Executive Office

10-18-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY
AND
WASHINGTON STATE NURSES ASSOCIATION
(STAFF UNIT)
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, King County (County) is experiencing a financial crisis with a projected General Fund revenue shortfall of \$60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the County and the Washington State Nurses Association (WSNA) have an interest in preserving as many positions as possible;

WHEREAS, the 2010-2012 staff nurse collective bargaining agreement between the County and WSNA provides for a re-opener on cost of living adjustments and other wage-related items for the years 2011 and 2012;

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Memorandum of Agreement (Agreement) help to preserve essential services and reduce layoffs necessary during 2011;

NOW THEREFORE, King County and the Washington State Nurses Association (WSNA) agree as follows:

1. The parties have negotiated that all employees covered by the parties' collective bargaining agreement will not receive a 2011 Cost of Living pay adjustment.
2. Employees covered by the parties' collective bargaining agreement shall be eligible to receive a cost of living increase for the year 2012 that equals 90% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.
3. Should significant shifts in economic and fiscal conditions occur during the term of this agreement, the parties agree to reopen negotiations for COLA when triggered by either an increase in the King County unemployment rate of more than 2 percentage points compared with the previous year or a decline of more than 7% in County retail sales as determined by comparing current year to previous year. Data will be derived from Washington State Department of Revenue. By no later than July 30th of each year of this agreement, the county will assess whether the economic measurements listed above trigger contract reopeners on COLA for the subsequent year.

4. Employees covered by this Agreement will be eligible to receive, in 2011 and 2012, other forms of compensation adjustments as provided for in their collective bargaining agreement.

5. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.

6. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011 through 2012.

7. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the COLA reopener provisions, but not the other reopener provisions contained in the parties' 2010-2012 staff nurse collective bargaining agreement.

8. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of WSNA.

9. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the grievance procedure contained in the parties' collective bargaining agreement.

10. The parties agree that Agreement shall be in effect through December 31, 2012.

For Washington State Nurses Association (Staff Nurses):

H. Worbets

Heather Worbets
Nurse Representative

11.2.10

Date

For King County:

P. Cole-Tindall

Patti Cole-Tindall
Director
Office of Labor Relations
King County Executive Office

11-5-10

Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
KING COUNTY PROSECUTING ATTORNEYS ASSOCIATION
ADDRESSING THE 2011 BUDGET CRISIS
AND SATISFYING RE-OPENER**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of \$60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the parties' collective bargaining agreement contains a re-opener on the subject of 2011 Cost of Living pay adjustments (COLA);

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and the King County Prosecuting Attorneys Association agree as follows:

1. The parties have negotiated that all employees covered by the parties' collective bargaining agreement and represented by the King County Prosecuting Attorneys Association will not receive a 2011 Cost of Living pay adjustment.

The parties agree that wages will be increased by percentage amounts shown below:

A. 2012 COLA

Employees shall be eligible to receive 90% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

B. 2013 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

C. 2014 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

The parties agree when significant shifts in economic and fiscal conditions occur during the term of this agreement, the parties agree to reopen negotiations for COLA when triggered by either an increase in the King County unemployment rate of more than 2 percentage points compared with the previous year or a decline of more than 7% in County retail sales as determined by comparing current year to previous year. Data will be derived from Washington State Department of Revenue. By no later than July 30th of each year of this agreement, the county will assess whether the economic measurements listed above trigger contract reopeners on COLA for the subsequent year.

The parties further agree that should the Prosecuting Attorney's Office face a net budget reduction for the following fiscal year, for any year covered by this Memorandum of Agreement, the contract between King County and the King County Prosecuting Attorneys Association covering wages and wage-related items, as well as this Memorandum of Agreement, may be reopened for the purpose of negotiating the issue of COLA for the following fiscal year.

2. Employees covered by this Agreement will be eligible to receive, in 2011, 2012, 2013 and 2014, other forms of compensation adjustments as provided for in their collective bargaining agreement.

3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.

4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011 through 2012.

5. The agreement reached in this Memorandum of Agreement satisfies the parties' obligations under the reopener clause contained in Article 9, Section 1(d) of the parties' collective bargaining agreement.

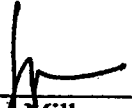
6. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

7. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of the King County Prosecuting Attorneys Association.

8. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the grievance procedure contained in the parties' collective bargaining agreement.

9. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2014.

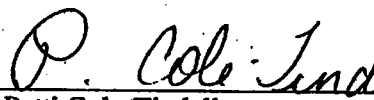
For King County Prosecuting Attorneys
Association:



Jenn Miller
Association President

Oct 7 '10
Date

For King County:



Patti Cole-Tindall
Director
Office of Labor Relations
King County Executive Office

10-7-2010
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
UNIFORMED COMMAND ASSOCIATION
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of 60 million dollars;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Uniformed Command Association are covered under the following labor agreement.

cba Code	Local	Contract
380	UCA	Corrections Jail Captains - Department of Adult & Juvenile Detention

WHEREAS, the parties collective bargaining agreement is open on the subject of 2011 Cost of Living pay adjustments, the Union has agreed to the provisions below.

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and the undersigned union agree as follows.

1. The parties have negotiated that all employees covered by the aforementioned collective bargaining agreement will not receive a 2011 Cost of Living pay adjustment.
2. Employees covered by this Agreement will be eligible to receive, in 2011, other forms of compensation adjustments as provided for in their collective bargaining agreement.
3. As determined by the County, savings generated by foregoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.
4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of Uniformed Command Association: Corrections Jail Captains - Department of Adult & Juvenile Detention.

7. The parties hereby agree that if, subsequent to the execution of this agreement, the County reaches any agreement with the King County Labor Coalition related to the 2011 COLA that includes any additional wages or benefits not contained in this Memorandum of Agreement, the same provision(s) shall be offered, retroactively where applicable, to all bargaining units included in this Agreement. This section shall not apply to any provisions awarded as part of an interest arbitration award. It is understood that should the King County Corrections Guild be awarded 2011 COLA as part of an interest arbitration decision, the union may reopen 2011 Cost of Living increase negotiations.

8. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

9. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2011.

For Uniformed Command Association:

Michael Woodbury

8/20/10
Date

For King County:

Patti Cole-Tindall
Patti Cole-Tindall
Director
Office of Labor Relations
King County Executive Office

8-20-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
PUBLIC SAFETY EMPLOYEES UNION
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of \$60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Public Safety Employees Union - King County Civic Television (CTV)

cba Code	Union	Contract
430	PSEU	King County Civic Television (CTV)

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and Public Safety Employees Union agree as follows.

1. The parties have negotiated that all employees covered by collective bargaining agreements that are open on the subject of 2011 Cost of Living pay adjustments and represented by the aforementioned Unions will not receive a 2011 Cost of Living pay adjustment.

The parties agree that wages will be increased by percentage amounts shown below:

A. 2012 COLA

Employees shall be eligible to receive 90% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

B. 2013 COLA

Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

C. 2014 COLA

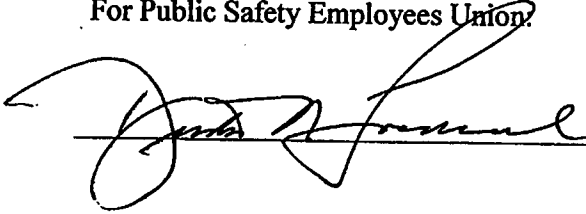
Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

The parties agree when significant shifts in economic and fiscal conditions occur during the term of this agreement, the parties agree to reopen negotiations for COLA when triggered by either an increase in the King County unemployment rate of more than 2 percentage points compared with the previous year or a decline of more than 7% in County retail sales as determined by comparing current year to previous year. Data will be derived from Washington State Department of Revenue. By no later than July 30th of each year of this agreement, the county will assess whether the economic measurements listed above trigger contract reopeners on COLA for the subsequent year.

2. Employees covered by this Agreement will be eligible to receive, in 2011, 2012, 2013 and 2014, other forms of compensation adjustments as provided for in their collective bargaining agreement.
3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.
4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011 through 2012.
5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.
6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of the aforementioned Unions.
7. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.
8. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2014.

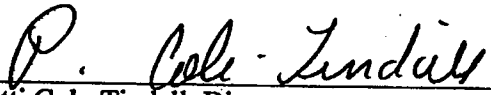
9. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches an agreement with the Amalgamated Transit Union, Local 587 (ATU) related to the 2011 COLA that is more favorable, this entire agreement will be reopened for negotiations for those bargaining units eligible for interest arbitration.

For Public Safety Employees Union:



²⁴
11/20/10
Date

For King County:



Patti Cole-Tindall, Director
Office of Labor Relations
King County Executive Office

11-5-10
Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
FERRY COALITION
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of 60 million dollars;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Ferry Coalition are covered under the following labor agreement.

cba Code	Union	Contract
446	Ferry Coalition	Passenger only Vessels, Marine Division, Department of Transportation

WHEREAS, the parties collective bargaining agreement is open on the subject of 2011 Cost of Living pay adjustments, the Union has agreed to the provisions below.

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and the undersigned Union agree as follows.

1. The parties have negotiated that all employees covered by the aforementioned collective bargaining agreement will not receive a 2011 Cost of Living pay adjustment.
2. Employees covered by this Agreement will be eligible to receive, in 2011, other forms of compensation adjustments as provided for in their collective bargaining agreement.
3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.
4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011.
5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

*T DWK
10/5/2010*

*PT DWK
10/5/2010*

6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of Ferry Coalition: Passenger only Vessels, Marine Division, Department of Transportation.

7. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches any agreement with the King County Labor Coalition related to the 2011 COLA that includes any additional wages or benefits not contained in this Memorandum of Agreement, the same provision(s) shall be offered, retroactively where applicable, to all bargaining units included in this Agreement. This section shall not apply to any provisions awarded as part of an interest arbitration award.

8. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

9. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2011.

For Ferry Coalition, International Organization of Masters, Mates & Pilots:

_____ Date

For Ferry Coalition, Marine Engineers' Beneficial Association:

_____ Date

For Ferry Coalition, Inlandboatmen's Union Of The Pacific:

Dennis Conklin

10/04/2010
Date

For King County:

Patti Cole-Tindall

10-6-2010
Date

Patti Cole-Tindall
Director
Office of Labor Relations
King County Executive Office

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
FERRY COALITION
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of 60 million dollars;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Ferry Coalition are covered under the following labor agreement.

cba Code	Union	Contract
446	Ferry Coalition	Passenger only Vessels, Marine Division, Department of Transportation

WHEREAS, the parties collective bargaining agreement is open on the subject of 2011 Cost of Living pay adjustments, the Union has agreed to the provisions below.

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and the undersigned Union agree as follows.

1. The parties have negotiated that all employees covered by the aforementioned collective bargaining agreement will not receive a 2011 Cost of Living pay adjustment.
2. Employees covered by this Agreement will be eligible to receive, in 2011, other forms of compensation adjustments as provided for in their collective bargaining agreement.
3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.
4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011.
5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of Ferry Coalition: Passenger only Vessels, Marine Division, Department of Transportation.

7. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches any agreement with the King County Labor Coalition related to the 2011 COLA that includes any additional wages or benefits not contained in this Memorandum of Agreement, the same provision(s) shall be offered, retroactively where applicable, to all bargaining units included in this Agreement. This section shall not apply to any provisions awarded as part of an interest arbitration award.

8. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

9. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2011.

For Ferry Coalition, International Organization of Masters, Mates & Pilots:

J. C. Sipple

8/26/10
Date

For Ferry Coalition, Marine Engineers' Beneficial Association:

Date

For Ferry Coalition, Inlandboatmen's Union Of The Pacific:

Date

For King County:

Patti Cole-Tindall

11/9/10
Date

Patti Cole-Tindall
Director
Office of Labor Relations
King County Executive Office

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
FERRY COALITION
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of 60 million dollars;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Ferry Coalition are covered under the following labor agreement.

cba Code	Union	Contract
446	Ferry Coalition	Passenger only Vessels, Marine Division, Department of Transportation

WHEREAS, the parties collective bargaining agreement is open on the subject of 2011 Cost of Living pay adjustments, the Union has agreed to the provisions below.

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and the undersigned Union agree as follows.

1. The parties have negotiated that all employees covered by the aforementioned collective bargaining agreement will not receive a 2011 Cost of Living pay adjustment.
2. Employees covered by this Agreement will be eligible to receive, in 2011, other forms of compensation adjustments as provided for in their collective bargaining agreement.
3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.
4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011.
5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of Ferry Coalition: Passenger only Vessels, Marine Division, Department of Transportation.

7. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches any agreement with the King County Labor Coalition related to the 2011 COLA that includes any additional wages or benefits not contained in this Memorandum of Agreement, the same provision(s) shall be offered, retroactively where applicable, to all bargaining units included in this Agreement. This section shall not apply to any provisions awarded as part of an interest arbitration award.


8. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

9. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2011.

For Ferry Coalition, International Organization of Masters, Mates & Pilots:

Date

For Ferry Coalition, Marine Engineers' Beneficial Association:

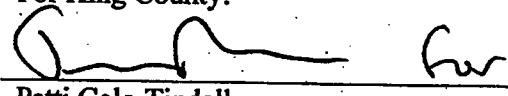


9/1/10
Date

For Ferry Coalition, Inlandboatmen's Union Of The Pacific:

Date

For King County:



11/4/10
Date

Patti Cole-Tindall
Director
Office of Labor Relations
King County Executive Office