



**King County
Metropolitan King County Council
Transportation, Economy, and Environment Committee**

STAFF REPORT

Agenda Item:	5	Name:	Nick Wagner
Proposed No.:	2015-0508	Date:	Feb. 2, 2016

SUBJECT

Approval of a collective bargaining agreement with the Professional and Technical Employees, Local 17, covering employees in the Department of Transportation.

SUMMARY

Proposed Ordinance 2015-0508 (Att. 1) would approve a collective bargaining (CBA) (Att. 1-A) with the Professional and Technical Employees, Local 17, covering about 100 Transit Chiefs in the Department of Transportation. As described in the Executive’s transmittal letter (Att. 3), the Transit Chiefs are responsible for the first-line supervision and direction of facilities in the Operations, Vehicle Maintenance, Power and Facilities, and Rail Sections of the Transit Division. Transit Chiefs also supervise work groups of professional staff members in areas such as Service Development, Paratransit and Rideshare, and Customer Communications and Services.

The new CBA is a 28-month continuation of the current CBA, as modified by a memorandum of agreement (MOA) (Addendum B to the CBA, Att. 1-A) with the King County Coalition of Unions that the Council approved in November 2014. The new CBA covers the period from September 1, 2014, through December 31, 2016.

BACKGROUND

This bargaining unit’s previous CBA expired at the end of August 2014, but its terms continued in effect pursuant to RCW 41.56.470,¹ except to the extent that they were modified by an MOA between the County and the King County Coalition of Unions that the Council approved on November 10, 2014, by Ordinance 17916. The Coalition MOA provided for cost-of-living adjustments (COLAs) of 2.00 percent for 2015 and 2.25 percent for 2016 and a \$500-per-employee lump sum payment for 2014.

¹ For bargaining units that are eligible for interest arbitration under state law, as this one is, RCW 41.56.470 provides: “During the pendency of the proceedings before the arbitration panel, existing wages, hours, and other conditions of employment shall not be changed by action of either party without the consent of the other but a party may so consent without prejudice to his or her rights or position under chapter 131, Laws of 1973.”

ANALYSIS

The only notable changes in the proposed new CBA are:

1. Effective Dates. The new effective dates (September 1, 2014, through December 31, 2016) (CBA Art. 23; Att. 1-A, p. 26);
2. COLAs. The changes made by the Coalition MOA that the Council approved in November 2014, as described above (e.g., 2.00% COLA for 2015; 2.25% for 2016) (CBA Art. 12, § 1 and Addendum A; Att. 1-A, pp. 14, 28).
3. Process for Filling Operating Chief Vacancies. The CBA creates a process for notifying employees of vacancies in the position of Operations Chief (CBA Art. 14, § 6; Att. 1-A, p. 21).

FISCAL IMPACT

The proposed new CBA would have no fiscal impact beyond that of the Coalition MOA. The amounts listed in the Fiscal Note (Att. 4) are attributable to the Coalition MOA, not the new CBA.

INVITED

David Levin, Labor Negotiator, King County Office of Labor Relations
Cecilia Mena, Union Representative, Professional and Technical Employees, Local 17

ATTACHMENTS

1. Proposed Ordinance 2015-0507
Att. A (Collective Bargaining Agreement)
2. Checklist and Summary of Changes (prepared by executive staff)
3. Transmittal Letter
4. Fiscal Note