

**Memorandum of Agreement – King County Total Compensation 2019-2020
for Appendix 27 of the Master Labor Agreement
Professional and Technical Employees, Local 17
Professional & Technical - Department of Transportation
[046]**

Subject: Restoration of Lead Pay Provisions

This Memorandum of Agreement (Agreement) is entered into by and between King County (the County) and Professional and Technical Employees, Local 17 (the Union).

Background:

1. Professional and Technical Employees, Local 17 and the County are parties to a Collective Bargaining Agreement (CBA), known as the Master Labor Agreement (MLA) which is effective from January 1, 2018, through December 31, 2020.

2. Appendix 27 of the MLA relates specifically to this bargaining unit. When creating Appendix 27, the parties removed provisions from the prior CBA that were superseded by the MLA, including former Article 18 which was titled, “Work Outside of Classification and reclassification” which provided for special duty assignments and lead worker pay.

3. The parties intended to replace the special duty assignment provisions with the superseding MLA provisions and to retain the lead worker provisions. Unfortunately the lead worker provisions were not retained. As a result, this MOA is being executed to retain the lead worker provisions.

Agreement:

1. The following provision is added as a stand-alone article in Appendix 27 of the MLA:

LEAD WORKER PAY

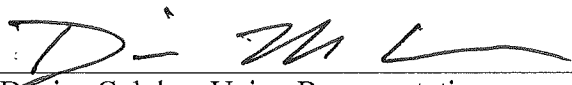
It is understood by the County and the Union that an employee may be assigned in writing by the division manager or designee as a lead worker. The written notice shall state the beginning and end date of the assignment.

For purposes of this article, a lead worker is one who assigns, schedules, directs and checks the work of others, who may be in the same classification as the lead worker.

Compensation for a lead worker will be a five per cent (5%) increase above the employee's current rate of pay, for all time spent while so assigned. An employee will continue to receive step increases according to the Salary Schedule for their position. If the lead worker's current rate of pay includes merit pay above Step 10 of the employee's current pay range, the compensation for work as a lead worker will be based on the merit pay rate.

2. This agreement shall be effective upon ratification of the parties and adoption by ordinance of the Metropolitan King County Council.

For Professional and Technical Employees, Local 17:



Denise Cobden, Union Representative

For King County:



Sasha Alessi, Labor Negotiator II