

**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY  
AND  
THE UNDERSIGNED UNIONS  
ADDRESSING “TOTAL COMPENSATION”  
COALITION BARGAINING 2019-2020**

This package proposal is contingent upon agreement to all its terms and conditions as presented below without rejection or proposed modification by the Coalition. Unless specifically addressed in this package what-if proposal, all other Coalition proposals are denied.

**1. Wages:** All employees who are represented by Unions signatory to this Agreement shall receive a general wage increase (GWI) of 4% effective January 1, 2019.

**A.** All employees who are represented by Unions signatory to this Agreement shall receive a GWI of 3% effective January 1, 2020, divided with 1.5% added on January 1, 2020 and a final GWI of 1.5% added in the pay period that includes July 1, 2020.

**B.** A \$500 participation premium will be paid to all employees who are represented by the Unions signatory to this Agreement who are employed with the County on January 1, 2020. The parties acknowledge that the Agreement must be ratified by both the County and by the participating Union membership in order to effectuate the \$500 premium.

**2. JLMIC:** Pursuant to 2019-2020 JLMIC agreement and its attachments (Document Code 000U0118\_HealthBenefits\_2019-2020, proposed Ordinance 2018-0546).

**3. Deferred Compensation – Automatic Enrollment:**

Effective November 1, 2018, during benefits enrollment, new employees represented by the Coalition of King County Unions will be automatically enrolled in the Deferred Compensation Program according to the following terms: 3% of gross wages, inclusive of add-to-pays and overtime, will be withdrawn from each paycheck on a pre-tax basis with an option to also enroll in annual auto increases every January 1st. While the open enrollment process will default to the auto-enrollment for deferred compensation, employees have the option to “opt out” at any time during open enrollment. They may also opt out of the program at any other time after they have enrolled.

**4. WA State Sick Leave Law:** Attached.

**5. KC Regional AFIS Guild Total Comp Coalition Days 2017-2018:** The County

shall provide all current, leave eligible bargaining unit employees of the KC regional AFIS Guild the three (3) additional vacation days contained in the 2017-2018 Total Comp Agreement between King County and the King County Coalition of Unions.

A. These vacation days shall be provided in the same manner as donated vacation leave (i.e. not available for temps and other non-leave eligible employees, prorated for part time employees, 8 hours for full time 40 hour employees); provided, that any employee that is unable to use any of the additional vacation days shall be permitted to carry those days forward into the next year on an ongoing basis until those days are used.

B. These vacation days described in A above shall not be available for cash out under any circumstance.

**6. Operating Engineers Local 302 Coalition of Unions Incentive Pay:** The County shall make retro to all current bargaining unit employees of Operating Engineers Local 302 the Coalition of Unions Incentive Pay of 0.5% General Wage Increase contained in Article 29.1 of the 2018-2020 Master Labor Agreement between King County and The King County Coalition of Unions. This retro pay shall be effective from January 1, 2018, and is not subject to the conditions specified under Article 29.1.

**7. King County Coalition of Unions Administrative Support MOA:** King County agrees to continue the Coalition “Administrative Support” MOA with no changes in terms and conditions of the agreement through December 31, 2020 except to add the Payroll Specialist classification series.

**8. Short-term Temporaries (STT):** The parties agree to explore transit options for STTs that is cost-effective with the intent of being able to implement in 2019 if an agreement is reached.

**9. Duration:** This Agreement and each of its provisions shall be in full force and effect, applied prospectively, following full and final ratification by each of the parties, unless a different effective date is specified for the provision. This Agreement covers the period of January 1, 2019 through December 31, 2020.

**ARTICLE 39: STATE SICK LEAVE<sup>1</sup>**

**A.** Article 39 outlines certain sick leave benefits beginning in 2018 that are pursuant to RCW 49.46.010 *et seq.*, KCC 3.12.220, and County policy, procedures and guidelines. This Article SUPERSEDES any conflicting language in the MLA and its appendices.

**B.** Employees eligible for comprehensive leave benefits shall accrue sick leave in accordance with the MLA Article 34 or their appendices, whichever was adopted. In addition, an hourly employee eligible for comprehensive leave benefits who works in excess of 74 hours in one FLSA workweek shall accrue additional sick leave at the rate of 0.025 for each hour worked in excess of hour 74. RCW 49.46.210(1)(a)(e) and KCC 3.12.220.

**C.** Short term temporary employees shall accrue sick leave at the rate of 0.025 hours for each hour in pay status. RCW 49.46.210(1)(a)(e) and KCC 3.12.220.

**D.** There is no limit to the number or sick leave hours accrued and carried over to the following year by an employee eligible for comprehensive leave benefits. Short term temporary employees may carry over 40 hours of unused sick leave to the following calendar year, all other unused accrued sick leave will be forfeited. RCW 49.46.210(1)(j) and KCC 3.12.220.

**E.** If an employee eligible for comprehensive leave benefits separates from county employment for any reason other than retirement, that employee's sick leave is cancelled. A short term temporary employee's sick leave is cancelled upon separation, termination or retirement. If an employee eligible for comprehensive leave benefits or a short term temporary employee returns to County employment within two years of separation or termination that employee's accrued sick leave shall be restored. RCW 49.46.210(1)(k) and KCC 3.12.220.

**F.** Paid sick leave may be used in accordance with RCW 49.46.210(1)(b)-(d) and KCC 3.12.220.

**G.** For purposes of sick leave, "family member" is defined under RCW 49.46.210(2) and KCC 3.12.220.

**H.** Verification of sick leave use is pursuant to RCW 49.46.210(1)(g) and County policy, procedures and guidelines.

**I.** All types of sick leave incentive programs are null and void. RCW 49.46.210(4).

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<sup>1</sup> This article does not supersede benefit time (BT) in those Appendices that provide BT.

**Memorandum of Agreement**

**By and Between**

**King County**

**And**

**King County Coalition of Unions**

**Subject: Establishing a Child Care Benefit for King County Employees**

King County and the King County Coalition of Unions recognize a common interest in supporting King County employees by increasing access to safe, affordable and quality childcare for King County employees.

To meet this interest, the parties will convene a joint Task Force to study options for a possible child care benefit program, including the possibility of a multi-employer child care voucher program. The joint Task Force shall be made up of equal numbers of labor representatives and representatives of King County.

The Task Force assessment should include an analysis of the need for child care by King County employees, affordability, quality, location of child care providers, and the administrative infrastructure needed to oversee the program. The assessment should also include an analysis of the costs and benefits of a child care benefit program and possible revenue sources. By mutual agreement, the Task Force may invite outside experts and hire external consultants to help with the assessment.

The Task Force shall provide a written report to King County's Chief People Officer, with its analysis and recommendations, no later than end of year 2019.

**Memorandum of Understanding  
By and Between  
King County  
And  
King County Coalition of Unions**

**Subject: CDL Endorsements**

This Memorandum of Understanding (Agreement) is entered into by and between King County (the County) and the King County Coalition of Unions (Coalition).

**WHEREAS**, during the course of Total Compensation bargaining, the parties engaged in discussion regarding the interpretation and application of Article 36.1: Training under the Master Labor Agreement regarding reimbursing the cost of CDL endorsements.

**NOW THEREFORE**, having bargained in good faith, the parties hereby agree to the following:

1. The County will reimburse the cost of an employee maintaining their Commercial Driver's License (CDL) endorsement(s) if the position is required by the County to have a CDL endorsement(s).


**Term:** This Agreement shall be in effect following its adoption by ordinance by the King County Council, with CDL reimbursement retroactive to June 2, 2018.

**ADDRESSING "TOTAL COMPENSATION"  
COALITION BARGAINING 2019-2020**


APPROVED this 4<sup>th</sup> day of March, 2019.

By:  807  
King County Executive

For The King County Coalition of Unions:

 1/30/19  
Denise Cobden, Union Representative  
Coalition Co-Chair  
Professional and Technical Employees, Local 17  
Date

For The King County Coalition of Unions:

 2/1/19  
Michael Gonzales, Senior Business Agent  
Coalition Co-Chair  
Teamsters Local 174  
Date


**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY  
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ADDRESSING "TOTAL COMPENSATION"  
COALITION BARGAINING 2019-2020  
ANIMAL CONTROL OFFICERS GUILD**

**Subject: TOTAL COMPENSATION**

**Labor Organization: Animal Control Officers Guild**

<b>cba code</b>	<b>Labor Organization</b>	<b>Contract</b>
170	ACOG	Animal Control - Department of Executive Services (Records and Licensing Services)

For Animal Control Officers Guild:

  
\_\_\_\_\_  
Aaron Wheatley  
President

1/25/19  
Date

**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
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ADDRESSING "TOTAL COMPENSATION"  
COALITION BARGAINING 2019-2020  
FERRY COALITION**

**Subject: TOTAL COMPENSATION**

**Labor Organization: Ferry Coalition**

<b>cba code</b>	<b>Labor Organization</b>	<b>Contract</b>
446	Ferry Coalition – MM&P	Passenger only Vessels, Marine Division, Department of Transportation International Organization of Masters, Mates & Pilots
446	Ferry Coalition - MEBA	Passenger only Vessels, Marine Division, Department of Transportation Marine Engineers' Beneficial Association
446	Ferry Coalition - IBU	Passenger only Vessels, Marine Division, Department of Transportation Inlandboatmen's Union of the Pacific

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

  
\_\_\_\_\_  
Captain Dan Twohig, Regional Representative

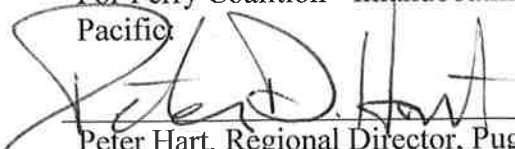
  
\_\_\_\_\_  
Date

For Ferry Coalition - Marine Engineers' Beneficial  
Association:

  
\_\_\_\_\_  
Jeff Duncan, Branch Agent

  
\_\_\_\_\_  
Date

For Ferry Coalition - Inlandboatmen's Union of the  
Pacific:

  
\_\_\_\_\_  
Peter Hart, Regional Director, Puget Sound Region

  
\_\_\_\_\_  
Date



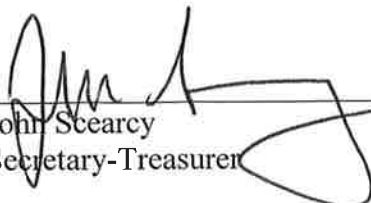
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COALITION BARGAINING 2019-2020  
INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 117**

**Subject: TOTAL COMPENSATION**

**Labor Organization: International Brotherhood of Teamsters Local 117**

<b>cba code</b>	<b>Labor Organization</b>	<b>Contract</b>
412	Teamsters Local 117	Administrator I - Transit, Department of Transportation
465	Teamsters Local 117	Department of Public Defense - Supervisors and Managers
456	Teamsters Local 117	Information Technology Managers and Supervisors - Department of King County Information Technology, Executive Branch Departments; Department of Executive Services
461	Teamsters Local 117	Joint Units Agreement
454	Teamsters Local 117	Legislative Analysts - King County Council
231	Teamsters Local 117	Print Shop - Graphic Communications; Department of Executive Services (Facilities Management Division)
154	Teamsters Local 117	Professional & Technical and Administrative Employees
155	Teamsters Local 117	Prosecuting Attorney's Office
352	Teamsters Local 117	Security Screeners - King County Sheriff's Office
153	Teamsters Local 117	Transit Design and Construction Supervisors - Department of Transportation, Interest Arbitration
159	Teamsters Local 117	Wastewater Treatment Division, Managers and Assistant Managers - Department of Natural Resources and Parks
156	Teamsters Local 117	Wastewater Treatment Division, Professional & Technical and Administrative Support - Department of Natural Resources and Parks
157	Teamsters Local 117	Wastewater Treatment Division, Supervisors - Department of Natural Resources and Parks

For International Brotherhood of Teamsters Local 117:

  
John Scarcy  
Secretary-Treasurer

  
Date

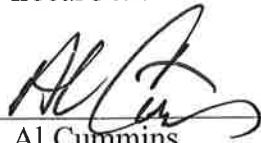
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COALITION BARGAINING 2019-2020  
INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 302**

**Subject: TOTAL COMPENSATION**

**Labor Organization: International Union of Operating Engineers, Local 302**

<b>cba code</b>	<b>Labor Organization</b>	<b>Contract</b>
351	IUOE, Local 302	Equipment Operators - Departments: Natural Resources and Parks, Transportation

For International Union of Operating Engineers,  
Local 302:



Al Cummins  
Business Representative

2-1-2019  
Date

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ADDRESSING "TOTAL COMPENSATION"  
COALITION BARGAINING 2019-2020  
JOINT CRAFTS COUNCIL, CONSTRUCTION CRAFTS**

**Subject: TOTAL COMPENSATION**

**Labor Organization: Joint Crafts Council, Construction Crafts**

cba code	Labor Organization	Contract
350	JCC	Construction Crafts

For Joint Crafts Council, Construction Crafts:



Jeff Thorsen, Contracts Administrator  
Pacific Northwest Regional Council of Carpenters

01/29/19

Date

For Joint Crafts Council, Construction Crafts:



Bobby Joe Murray, Business Representative  
International Association of Machinists and Aerospace  
Workers Local 289

2-1-19

Date

For Joint Crafts Council, Construction Crafts:

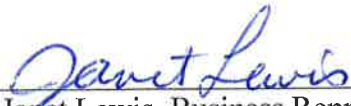


Steve Behling, Assistant Business Manager  
International Brotherhood of Boilermakers, Iron Ship  
Builders, Blacksmiths, Forgers and Helpers  
Lodge No. 104

1-29-19

Date

For Joint Crafts Council, Construction Crafts:

  
\_\_\_\_\_  
Janet Lewis, Business Representative  
International Brotherhood of Electrical Workers  
Local 46


1-30-19  
Date

For Joint Crafts Council, Construction Crafts:

\_\_\_\_\_  
Elizabeth Rockett, Field Representative  
International Union of Painters and Allied Trades District  
Council 5

\_\_\_\_\_  
Date

For Joint Crafts Council, Construction Crafts:

  
\_\_\_\_\_  
Ed Holmes, Plumber Business Agent  
United Association of Plumbers and Pipefitters  
Local 32


1.31.19  
Date

For Joint Crafts Council, Construction Crafts:

  
\_\_\_\_\_  
Natalie Kelly, Lead Organizer  
UNITEHERE! Local 8

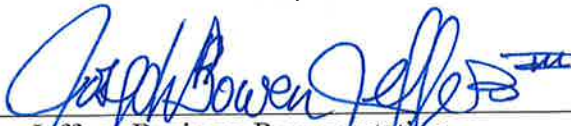
2-6-19  
Date

For Joint Crafts Council, Construction Crafts:

  
\_\_\_\_\_  
Mike Bolling, Business Representative  
International Union of Operating Engineers  
Local 286

1/30/2019  
Date

For Joint Crafts Council, Construction Crafts:

  
\_\_\_\_\_  
Bo Jeffers, Business Representative  
Laborers International Union of North America  
Local 1239

02/07/2019  
Date

For Joint Crafts Council, Construction Crafts:

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Janet Lewis, Business Representative  
International Brotherhood of Electrical Workers  
Local 46

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Date

For Joint Crafts Council, Construction Crafts:



01/31/19

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Elizabeth Rockett, Field Representative  
International Union of Painters and Allied Trades District  
Council 5

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Date

For Joint Crafts Council, Construction Crafts:

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Ed Holmes, Plumber Business Agent  
United Association of Plumbers and Pipefitters  
Local 32

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Date

For Joint Crafts Council, Construction Crafts:

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Natalie Kelly, Lead Organizer  
UNITEHERE! Local 8

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Date

For Joint Crafts Council, Construction Crafts:

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Mike Bolling, Business Representative  
International Union of Operating Engineers  
Local 286

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Date

For Joint Crafts Council, Construction Crafts:

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Bo Jeffers, Business Representative  
Laborers' International Union of North America  
Local 1239

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Date

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COALITION BARGAINING 2019-2020  
KING COUNTY PROSECUTING ATTORNEYS ASSOCIATION**

**Subject: TOTAL COMPENSATION**

**Labor Organization: King County Prosecuting Attorneys Association**

cba code	Labor Organization	Contract
370	KCPAA	Prosecuting Attorney's Office

For King County Prosecuting Attorneys Association:

  
 \_\_\_\_\_  
 TinaMarie Masters  
 President


1/30/19  
Date

For King County Prosecuting Attorneys Association:

  
 \_\_\_\_\_  
 Michelle Gregoire  
 Vice President

1/30/19  
Date

For King County Prosecuting Attorneys Association:

  
 \_\_\_\_\_  
 Brynn Jacobson  
 Secretary

1/30/19  
Date

For King County Prosecuting Attorneys Association:

  
 \_\_\_\_\_  
 Emmanuelle Dinca  
 Treasurer

01/30/19  
Date

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COALITION BARGAINING 2019-2020  
KING COUNTY REGIONAL AFIS GUILD**

**Subject: TOTAL COMPENSATION**

**Labor Organization: King County Regional AFIS Guild**

<b>cba code</b>	<b>Labor Organization</b>	<b>Contract</b>
463	KCRAG	Automated Fingerprint Identification System - King County Sheriff's Office

For King County Regional AFIS Guild:



Mark Roberts  
President

1-29-19

Date

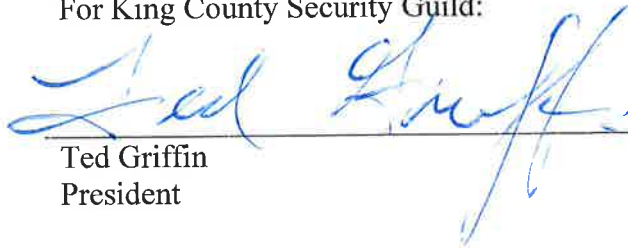
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COALITION BARGAINING 2019-2020  
KING COUNTY SECURITY GUILD**

**Subject: TOTAL COMPENSATION**

**Labor Organization: King County Security Guild**

<b>cba code</b>	<b>Labor Organization</b>	<b>Contract</b>
460	KCSG	Security Officers, Dispatchers, Sergeants - Department of Executive Services, Facilities Management Division

For King County Security Guild:

  
\_\_\_\_\_  
Ted Griffin  
President

1-25-19  
Date



**MEMORANDUM OF AGREEMENT  
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KING COUNTY  
AND  
THE UNDERSIGNED UNIONS  
ADDRESSING "TOTAL COMPENSATION"  
COALITION BARGAINING 2019-2020  
OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 8**

**Subject: TOTAL COMPENSATION**

**Labor Organization: Office & Professional Employees International Union, Local 8**

<b>cba code</b>	<b>Labor Organization</b>	<b>Contract</b>
037	OPEIU, Local 8	Dental - Department of Public Health
035	OPEIU, Local 8	Department of Assessments
038	OPEIU, Local 8	Departments: Public Health (Prevention Division), Community and Human Services (Behavioral Health and Recovery Division)

For Office & Professional Employees International Union,  
Local 8:

*Amanda Montoya-White*

Amanda Montoya-White  
Union Representative

*1/30/19*  
Date

**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY  
AND  
THE UNDERSIGNED UNIONS  
ADDRESSING "TOTAL COMPENSATION"  
COALITION BARGAINING 2019-2020  
PROFESSIONAL AND TECHNICAL EMPLOYEES, LOCAL 17**

**Subject: TOTAL COMPENSATION**

**Labor Organization: Professional and Technical Employees, Local 17**

<b>cba code</b>	<b>Labor Organization</b>	<b>Contract</b>
050	PROTEC17	Court Reporters - Superior Court
040	PROTEC17	Departments: Executive Services, Natural Resources and Parks, Permitting and Environmental Review, Transportation
060	PROTEC17	Departments: Public Health, Community and Human Services
048	PROTEC17	Information Technology
055	PROTEC17	Office of Emergency Management, Department of Executive Services; Emergency Management Program Manager
043	PROTEC17	Professional and Technical, Interest Arbitration - Department of Transportation, Metro Transit Division
046	PROTEC17	Professional and Technical - Department of Transportation
066	PROTEC17	Section Managers - Departments: Natural Resources and Parks, Permitting and Environmental Review, Transportation
065	PROTEC17	Supervisors - Departments: Executive Services (Facilities Management Division), Natural Resources and Parks, Transportation
047	PROTEC17	Transit Administrative Support
042	PROTEC17	Transit Chiefs - Department of Transportation, Metro Transit Division
044	PROTEC17	Transit Superintendents - Department of Transportation, Metro Transit Division

For Professional and Technical Employees, Local 17:



Denise Cobden  
Union Representative



Date

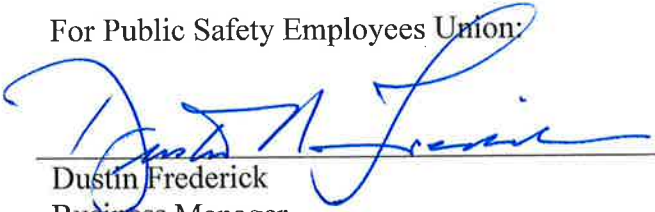
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COALITION BARGAINING 2019-2020  
PUBLIC SAFETY EMPLOYEES UNION**

**Subject: TOTAL COMPENSATION**

**Labor Organization: Public Safety Employees Union**

<b>cba code</b>	<b>Labor Organization</b>	<b>Contract</b>
212	PSEU	Communications Specialists Supervisors - King County Sheriff's Office
330	PSEU	Department of Adult and Juvenile Detention Management
214	PSEU	Fire Investigator - King County Sheriff's Office
430	PSEU	King County Civic Television (CTV)
021	PSEU	Legal Administrative Specialists - Department of Judicial Administration
191	PSEU	Non-Commissioned - Department of Adult and Juvenile Detention
192	PSEU	Non-Commissioned - Department of Community and Human Services
193	PSEU	Non-Commissioned Professional Employees - King County Sheriff's Office
464	PSEU	Non-Commissioned Professional Employees - Supervisory - King County Sheriff's Office
020	PSEU	Superior Court Clerks - Judicial Administration

For Public Safety Employees Union:

  
Dustin Frederick  
Business Manager

1/29/19  
Date

**MEMORANDUM OF AGREEMENT**  
**BY AND BETWEEN**  
**KING COUNTY**  
**AND**  
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**ADDRESSING "TOTAL COMPENSATION"**  
**COALITION BARGAINING 2019-2020**  
**PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS,**  
**TEAMSTERS LOCAL 763**

**Subject: TOTAL COMPENSATION**

**Labor Organization: Public, Professional & Office-Clerical Employees and Drivers,  
Teamsters Local 763**

<b>cba code</b>	<b>Labor Organization</b>	<b>Contract</b>
450	Teamsters Local 763	Communications Specialists - King County Sheriff's Office
220	Teamsters Local 763	Department of Assessments

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



Scott Sullivan  
Secretary-Treasurer

2-4-19

Date

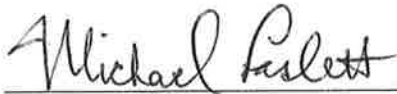
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SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 925**

**Subject: TOTAL COMPENSATION**

**Labor Organization: Service Employees International Union, Local 925**

<b>cba code</b>	<b>Labor Organization</b>	<b>Contract</b>
012	SEIU, Local 925	Department of Executive Services - Facilities Management Division
010	SEIU, Local 925	Department of Natural Resources and Parks - Parks and Recreation
462	SEIU, Local 925	Department of Public Defense
011	SEIU, Local 925	Wastewater Treatment Division - Department of Natural Resources and Parks

For Service Employees International Union, Local 925:



Michael Laslett  
Strategic Campaigns Director

  
Date


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COALITION BARGAINING 2019-2020  
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 925**

**Subject: TOTAL COMPENSATION**

**Labor Organization: Service Employees International Union, Local 925**

<b>cba code</b>	<b>Labor Organization</b>	<b>Contract</b>
030	SEIU, Local 925	Involuntary Commitment Specialists - Mental Health, Department of Community and Human Services

For Service Employees International Union, Local 925:



Tricia Schroeder  
Executive Vice President

2/11/19

Date

**MEMORANDUM OF AGREEMENT  
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COALITION BARGAINING 2019-2020**

**WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES, COUNCIL 2**

**Subject: TOTAL COMPENSATION**

**Labor Organization: Washington State Council of County and City Employees, Council 2**

<b>cba code</b>	<b>Labor Organization</b>	<b>Contract</b>
080	WSCCCE, Council 2, Local 21AD	Department of Adult and Juvenile Detention
070	WSCCCE, Council 2, Local 21HD	Department of Public Health
260	WSCCCE, Council 2, Local 1652	Medical Examiner - Department of Public Health
275	WSCCCE, Council 2, Local 1652R	Industrial and Hazardous Waste
272	WSCCCE, Council 2, Local 2084-FM	Department of Executive Services, Facilities Management Division
458	WSCCCE, Council 2, Local 2084-SC	Superior Court - Family Court Operations; Court Appointed Special Advocates Specialists and Attorneys (CASA)
273	WSCCCE, Council 2, Local 2084-SC	Superior Court - Staff (Wages Only)

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



Suzette Dickerson  
Staff Representative

1/31/2019  
Date

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 COALITION BARGAINING 2019-2020  
 WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES, COUNCIL**

2

**Subject: TOTAL COMPENSATION**

**Labor Organization: Washington State Council of County and City Employees, Council 2**

<b>cba code</b>	<b>Labor Organization</b>	<b>Contract</b>
276	WSCCCE, Council 2, Local 2084-S	Department of Adult and Juvenile Detention (Juvenile Detention Division Supervisors)
274	WSCCCE, Council 2, Local 2084SC-S	Superior Court - Supervisors (Wages Only)

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

  
 \_\_\_\_\_  
 Michael Rainey  
 Staff Representative

2-7-19  
 Date