

**Memorandum of Agreement (MOA)****By and Between****King County (The County)****And****Amalgamated Transit Union, Local 587 (Union)****Subject: Appreciation Bonus, Current Employee Retention Bonus, and Critical Staffing Recruitment/Retention Bonus for the 2022-2025 CBA****Background:**

On June 29, 2023, Amalgamated Transit Union, Local 587 (the Union) and King County (the County) agreed to the terms of a comprehensive tentative agreement. The Parties have agreed to the following in the November 1, 2022 – October 31, 2025 Collective Bargaining Agreement.

**Agreement:**

**1. Appreciation Bonus:** Provided that the Union's membership ratifies the November 1, 2022, through October 31, 2025 tentative agreement reached on June 29, 2023, on its first ratification vote, King County will pay a one-time \$2500 appreciation bonus to all eligible Employees. This Appreciation Bonus will only be paid to Employees who are currently employed in an ATU 587 represented position on the date of the Union ratification vote. King County will issue the payment as soon as practicable following the passage of the Collective Bargaining Agreement through its legislative process. This Agreement expires upon either payment of the Appreciation Bonus or the rejection of the June 29, 2023 tentative agreement on the first vote. The Parties understand that King County withdraws its offer of an Appreciation Bonus if the June 29, 2023 tentative agreement is rejected on the first vote. The Appreciation Bonus shall be subject to all applicable federal and state rules, taxes, and other withholdings. Short term temporary Employees are not eligible for this bonus.

**2. Current Employee Retention Bonus:** A one-time Retention Bonus of \$2500 shall be payable to all Employees who are currently employed in an ATU 587 represented position as of the date of full ratification, following the passage of the Collective Bargaining Agreement through its legislative process, provided that they:

- A. Remain actively employed in Metro through December 31, 2024; except, any Employee that separates employment by disability or death, or any Employee that retires between January 1, 2024 and December 31, 2024 with 60 calendar days advance notice to the Department prior to their retirement date shall not be required to return the Retention Bonus. Short term temporary Employees are not eligible for this bonus.


B. Sign a promissory agreement prior to a due date set by the Department which requires the Employee to return the entire Retention Bonus if they do not meet conditions A, above. Any repayment of monies required under the terms of this Agreement may be accomplished by the County by deducting from final paychecks and/or accrued leave cash outs. Any remaining balance will be due by the Employee to King County at the time of separation.

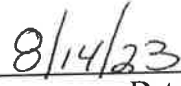
C. The Retention Bonus shall be subject to all applicable federal and state rules, taxes, retirement, and other withholdings. The Retention Bonus will be paid as soon as practicable following the date of full and final ratification by all parties, and following the date that the Department sets as a due date to receive all completed promissory notes.

**3. Critical Staffing Recruitment/Retention Bonus:** The County will establish a Hiring Incentive Program to address critical staffing needs by providing a New Hire Recruitment/Retention Bonus for new hires in the following positions. The New Hire Recruitment/Retention Bonus shall be provided to all new Transit Operator, Rail Electromechanic, Signal Communications Technician, Track and ROW Maintainer, Rail Laborer, Transit Customer Information Specialist, Transit Building Operating Engineer, Rail Building Operating Engineer, Rail Facilities Mechanic, and VM Mechanics hired between November 1, 2023 and October 31, 2025. Newly hired Transit Operator, Rail Electromechanic, Signal Communications Technician, Track and ROW Maintainer, Rail Laborer, Transit Customer Information Specialist, Transit Building Operating Engineer, Rail Building Operating Engineer, Rail Facilities Mechanic, and VM Mechanics shall be eligible for up to \$3,000 in New Hire Recruitment/Retention Bonuses. These new hires shall be eligible for \$1,000 in their first paycheck, and \$2,000 in the first paycheck after successful completion of probation. A new hire that receives the New Hire Recruitment/Retention Bonus who leaves County employment for any reason other than a reduction in force (layoff) prior to having completed three years of service with the Metro Transit Department will be required to pay the County back for the \$3,000 they received upon completion of probation. The New Hire Recruitment/Retention Bonus shall be subject to all applicable federal and state rules, taxes, retirement, and other withholdings. The new employee in the eligible position shall sign a promissory agreement prior to a due date set by the Department which requires the Employee to return the entire New Hire Recruitment/Retention Bonus if they do not meet the three-year conditions above. Any repayment of monies required under the terms of this Agreement may be accomplished by the County by deducting from final paychecks and/or accrued leave cash outs. Any remaining balance will be due by the Employee to King County at the time of separation. The New Hire Recruitment/Retention Bonus will be paid as soon as practicable following the completion of the required promissory note. Employees who are eligible for the New Hire Recruitment/Retention Bonus shall not be eligible for the Current Employee Retention Bonus. Short term temporary Employees are not eligible for this bonus.


4. This Agreement does not establish precedent in any way.
5. The terms of this MOA shall be effective when signed by authorized representatives of the parties, following each party's full ratification process.

For Amalgamated Transit Union, Local 587:

  
\_\_\_\_\_  
Ken Price  
President/Business Representative

  
\_\_\_\_\_  
Date

For King County:

  
\_\_\_\_\_  
Angela Marshall  
Deputy Director  
Office of Labor Relations  
King County Executive Office

8/14/23  
\_\_\_\_\_  
Date