

**Memorandum of Agreement
By and Between
King County
and
Professional and Technical Employees, Local 17
Professional & Technical
Representing Employees in the
Department of Transportation, Transit Division**

Subject: Standby Status for Customer Information Technological Resources and Solutions (CITRS) Group on Holidays

Background:

1. The Union represents employees who are assigned to the Customer Information Technological Resources and Solutions (CITRS) group in Metro's Sales & Customer Services Section. The employees are members of the Transit Professional & Technical bargaining unit [043].
2. There are presently seven Functional Analyst III's and one Functional Analyst IV in the CITRS group. During emergencies, two other Functional Analysts join the group. This agreement only applies to employees who are assigned to the CITRS group or are brought in to the group during emergencies.
3. During emergencies, it is the responsibility of the CITRS group to provide updates about transit service disruptions to the public. The CITRS group previously did not work on holidays, meaning that if there were service disruptions on a major scale on holidays, King County could not disseminate comprehensive information about these service disruptions to the public over the internet, social media, text messaging, or other means.
4. In 2010, King County announced that it would require all members of the CITRS group to be placed on standby status during all ten scheduled holidays. King County instructed all employees in the CITRS group that they would be expected to stay within two hours of returning to work on all ten holidays. The Union demanded to bargain this change to employees' hours.
5. A snow emergency or comparable emergency is a 24-hour situation which requires the entire CITRS group to be available to work. The CITRS group cannot provide updates to the public during an emergency with a skeleton staff; an emergency requires "all hands on deck" staffing.
6. The CITRS group is unique from other work groups in the County in that the entire work group must be placed on standby status during all holidays, with a two-hour callback requirement.

7. Due to the extraordinary demands placed upon the CITRS work group, the parties have negotiated the following agreement.

Agreement:

1. Article 4, Section 1 of the collective bargaining agreement does not apply to the CITRS group.

2. In place of Article 4, Section 1, the following shall apply to the CITRS group:

Section 1.A. Employees eligible for leave benefits shall be placed on standby status on the following days:

| | |
|-----------------------------------|-----------------------------|
| New Year's Day | January 1st |
| Martin Luther King, Jr's Birthday | Third Monday in January |
| Presidents' Day | Third Monday in February |
| Memorial Day | Last Monday in May |
| Independence Day | July 4th |
| Labor Day | First Monday in September |
| Veteran's Day | November 11th |
| Thanksgiving Day | Fourth Thursday in November |
| Day after Thanksgiving | |
| Christmas Day | December 25th |

and special or limited holidays as declared by the president or governor, and as approved by the Metropolitan King County Council; other days in lieu of holidays as the Metropolitan King County Council may determine. If an employee is not ordered to report to work on a holiday listed above, he/she shall receive holiday pay for the day.

King County may summon standby employees to report to work on the following dates as soon as possible, but in no event later than two hours, and King County may direct other standby employees to report to a second shift later in the day.

Section 1.B. King County may, at its sole discretion, order employees in the CITRS group to report to work on holidays to respond to service disruptions. An employee who is ordered to come to work on one of the holidays listed in Section 1.A above will have two options. 1) The employee may shift the missed holiday to another date within two weeks unless operationally impractical, in which case no later than the end of the pay period following the pay period in which an emergency was declared, unless a date outside of this range is mutually agreed upon; or 2) The employee may request a day of extra compensation in lieu of the holiday. An employee who requests an extra day of compensation shall forfeit the holiday. The result shall be that the employee receives the equivalent of six days of pay in the week for working five days. Employees may not self-select to report to work during a holiday.

Section 1.C. An employee who is granted a week of vacation that is adjacent to a holiday listed in Section 1.A will not be required to be on standby status during the holiday. Through a system to be devised by the employees of the CITRS group, one additional employee shall be excused from standby status on each holiday. King County may, at its sole discretion, allow for more than one employee to be excused from standby status on particular holidays.

3. This agreement is retroactive to June 30, 2012.

4. This agreement shall expire on June 30, 2015, concurrently with the collective bargaining agreement.

5. The parties agree that this agreement is unique to the CITRS group due to the unique situation where every member of the work group, with limited exceptions, is placed on standby status for all ten holidays.

APPROVED this 16th day of July, 2013.

By: [Signature]
King County Executive

PROFESSIONAL AND TECHNICAL EMPLOYEES,
LOCAL 17:

[Signature]

Joseph L. McGee, Executive Director

[Signature]

Jacob Metzger, Union Representative