

**Memorandum of Agreement (MOA)**  
**By and Between**  
**King County (The County)**  
**And**  
**Amalgamated Transit Union, Local 587 (Union)**

**Subject: Recruitment Trade Position Struggles and Link Light Rail Outsourcing Agreement for the 2022-2025 CBA**

**Background:**

1. On June 29, 2023, Amalgamated Transit Union, Local 587 (the Union) and King County (the County), hereinafter referred to as “the Parties”, 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.

2. The Parties recognize the regional shortage of skilled transit trade labor and the ongoing struggles in recruiting qualified candidates for certain trade positions. The Parties remain committed to providing the public with the highest level of quality transit services while adapting to address the current recruitment struggles.

3. Recruitments for certain trade positions, both within the bargaining unit and from the general public, show that some candidates meet the minimum requirements for the position but come up short of qualified in testing. Many of these candidates subsequently reapply until proven qualified or lose interest in transit work.

4. The Parties recognize that employing qualified journey-level trades is in the best interest of the County, the Union or the public. The Parties also remain fully committed to trade apprenticeships and the expansion of apprenticeship into other trade positions.

5. The Parties are also committed to the expansion of Link Light Rail. The Parties also recognize the current labor market and the lack of skilled workforce in our region. During the next few years, Link Light Rail plans to expand multiple levels of service periodically that creates instability in staffing bargaining unit work while these service levels increase.

6. The Parties agree the public is best served with a fully staffed, reliable and trained

workforce that can sustain Link Light Rail service for decades to come. Currently, staffing in certain positions in Rail Facilities, Rail ROW, and Rail VM the staffing levels are inadequate to meet Rail expansions needs. The Parties are committed to creating a future workforce from the communities in which it serves to meet the service needs.

**Agreement:**

1. For Bus trade classifications of Transit Building Operating Engineer, Transit Radio Communication Technicians, VM Mechanics, and VM Electronic Technicians, Metro shall hire candidates at third step of the classification if deemed fully qualified. If Metro deems a candidate minimally qualified but not fully qualified through the testing process, a candidate will be offered a position with a starting wage of up to second step of the classification and an extended 12-month probationary period, if the following terms are met.

2. Candidates deemed less than fully qualified will be given an individual training plan to become fully qualified.

3. The employment offer letter will contain the individual training plan and the 12-month probation. If a candidate accepts the offer, they will have one year to become fully qualified. An Employee who accepts the offer will remain on probation for 12 months from date of hire.

4. An individual training plan will consist of training, curriculum, and hands-on experience, and trained by a journey-level tradesperson of their trade.

5. Candidates hired at less than fully qualified will be assigned work based on meeting their training plan.

6. An employee who successfully passes their initial employment period will continue on the wage and accrual scale from their initial date of hire. Seniority will be established based on their original hire date.


7. Bus trade employees assigned to provide official training are authorized in writing and will receive the trainer premium for the actual time spent training to accomplish the on-the-job training portion of the individual development plan. Leads are not eligible for training pay.


8. The Union agrees to allow King County to enter into temporary outsource agreements of bargaining unit work in Rail. This one-time non-precedent setting outsourcing agreement expires October 31, 2025, and shall remain 587-ATU work.

9. All efforts will be made from Rail not to utilize outsourcing. However, in the event bargaining unit work cannot be completed, Rail has the authorization to use a 3<sup>rd</sup> party vendor to do the work.

10. 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

  
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Date

For King County:

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

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