

16690

Attachment A

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY
AND
INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 117
DEPARTMENT OF TRANSPORTATION – TRANSIT DESIGN & CONSTRUCTION
SUPERVISORS**

Subject: Wage Rate For Transit Engineer V

Background:

1. King County and Teamsters Local 117 are parties to a Collective Bargaining Agreement for the Transit Design & Construction Supervisors bargaining unit (the "CBA"). The CBA covers a term of June 11, 2008, through December 31, 2011. This is the first CBA between King County and Teamsters Local 117 for this bargaining unit.

2. The Transit Design & Construction Section of the Metro Transit Division has two bargaining units that contain most of its employees, a staff unit and a supervisors unit. The Technical Employees Association ("TEA") represents the staff bargaining unit (the "TEA/Transit Staff unit"). Presently, Teamsters Local 117 represents the supervisors unit, which is the unit that is the party to this Memorandum of Agreement (the "Bargaining Unit").

3. The Bargaining Unit was previously represented by TEA. In 2008, the Bargaining Unit decertified from TEA and affiliated with Teamsters Local 117.

4. Negotiations with the TEA/Transit Staff unit for a 2005-2007 contract term were protracted. While negotiations continued with TEA, the Bargaining Unit twice amicably settled negotiations with the County, once as a TEA Supervisors unit (January 1, 2005 through December 31, 2007) and once under Teamsters Local 117 representation (June 11, 2008 through December 31, 2011).

5. In both the staff and the supervisors units in the Transit Design & Construction Section, there are employees in the job classification Transit Engineer V.

6. When settling the CBA between King County and Teamsters Local 117, the parties placed a re-opener in the wage article to eventually discuss the effects, if any, of the eventual TEA/Transit Staff contract settlement. The current CBA with the Bargaining Unit states, at Article 17.9:

17.9 Reopener: Once the arbitration award issues in the Technical Employees Association interest arbitration for the contract term 2004-2007,

either party may, by giving notice to the other party within sixty (60) days of the arbitration decision, reopen the agreement to negotiate economic issues only, but excluding reconsideration of paying employees on County squared table salary ranges, and the prevailing cost of living formula.

7. Arbitrator Michael Beck issued an interest arbitration decision and award for the TEA/Transit Staff bargaining unit on December 23, 2008. Shortly thereafter, Teamsters Local 117 called upon King County to reopen negotiations per Article 17.9. The parties have conducted negotiations in good faith, discharging their obligations under Article 17.9, and have reached the following agreement.

Agreement:

1. Retroactively effective to June 11, 2008, the wage rate for Transit Engineer V shall be Range 72 on the King County Squared Salary Table.
2. Each employee in the job classification Transit Engineer V shall receive a one-time lump sum payment of \$6,000.00, provided the employee worked for Transit Design & Construction for the full years of 2005-2007; otherwise, said amount shall be prorated.
3. The parties agree that all obligations under Article 17.9 have been fully discharged and that Article 17.9 is closed.

APPROVED this 22nd day of October, 2009.

By: Kurt Splet
King County Executive

Tracy A. Thompson

Tracy A. Thompson
Secretary-Treasurer
Teamsters Local Union No. 117