



## King County

### Dow Constantine

King County Executive

401 Fifth Avenue, Suite 800

Seattle, WA 98104-1818

206-263-9600 Fax 206-296-0194

TTY Relay: 711

[www.kingcounty.gov](http://www.kingcounty.gov)

August 14, 2024

The Honorable Dave Upthegrove  
Chair, King County Council  
Room 1200  
C O U R T H O U S E

Dear Councilmember Upthegrove:

I am pleased to transmit to you the King County's Memorandum of Agreement (MOA) for one year extension of the 2021-2024 Coalition Labor Agreement (CLA). If approved, this proposed Ordinance, referred to as the CLA 2025 Extension and Joint Labor Management Insurance Committee (JLMIC) Benefits Agreement 2025, would ratify an Agreement, bargained with 35 Unions, covering 64 individual bargaining units, and approximately 6,921 employees across 17 departments and agencies, for the contractual period of January 1, 2025, through December 31, 2025. This proposed Ordinance includes two negotiated JLMIC MOAs. The JLMIC MOAs cover eligible represented employees as identified by the County, for the contractual period of January 1, 2025, through December 31, 2025. This agreement also applies to some non-Coalition unions that are not signatories to the CLA. The County may also treat non-represented employees in the same way as represented employee covered by this Agreement.

The following areas of compensation are addressed in the Agreements:

1. **Successor CLA Bargaining** - All participants in the CLA commit to meeting in January 2025 to begin successor total compensation bargaining of wages and benefits, including insured health benefits, for both small and large table agreements.
2. **Cost of Living Adjustment** – Effective January 1, 2025, Coalition represented positions shall receive a cost-of-living adjustment (COLA) applied to 2024 base wages derived from CPI-W at 95 percent with a floor of two percent and a cap of four percent. The COLA for 2025 will be four percent.
3. **Coalition Incentive** - Effective January 1, 2025, Coalition represented positions will receive an additional one and a half percent general wage increase.

4. **JLMIC** - The JLMIC Agreement covering 2025 benefits expiring December 31, 2025, that includes the following changes, effective January 1, 2025, from the insured health benefits of the previous year:
- A. An increase of nine percent in county contributions over the 2024 funding rate of \$1600 (2025 funding rate = \$1744)
  - B. Added employee monthly contribution of \$75 Regence preferred provider organization (PPO) /\$50 Regence affordable health network (AHN) /\$0 Kaiser health maintenance organization (HMO).
  - C. Modified emergency room copay as follows:
    - a. 15 percent coinsurance after \$200 copay/visit.
    - b. Copayment applies to facility charges for each visit (waived if admitted) whether or not the deductible has been met.
    - c. Emergency room out of pocket: members will continue to pay \$200 copay/visit (waived if admitted) and 15 percent coinsurance until they reach the total out of pocket maximum allowed under the Affordable Care Act (ACA).
  - D. Modified current Benefit Access fee as follows: \$200 monthly Regence PPO/\$75 monthly Regence AHN. The Kaiser HMO plan continues to be offered without a Benefit Access fee (\$0).
  - E. Dispute Resolution process agreed upon by the JLMIC co-chairs on the County and union sides in May 2024 shall apply for benefits negotiations in 2025.

Labor Unions represented by the CLA 2025 Extension Agreement include:

- Animal Control Officers Guild
- International Brotherhood of Electrical Workers, Local 77
- International Brotherhood of Teamsters Local 117
- International Union of Operating Engineers, Local 302
- Joint Crafts Council, International Association of Machinists and Aerospace Workers Local 289
- Joint Crafts Council, International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Lodge No. 104
- Joint Crafts Council, International Brotherhood of Electrical Workers Local 46
- Joint Crafts Council, International Union of Painters and Allied Trades District Council 5
- Joint Crafts Council, Laborers' International Union of North America, Local 242
- Joint Crafts Council, Operating Engineers, Local 302, District 286
- Joint Crafts Council, Southwest Mountain states Regional Council of Carpenters
- Joint Crafts Council, United Association of Plumbers and Pipefitters Local 32
- King County Juvenile Detention Guild
- King County Maritime Coalition, Inlandboatmen's Union of the Pacific
- King County Maritime Coalition, Intl Organization of Masters, Mates & Pilots
- King County Maritime Coalition, Marine Engineers' Beneficial Association

The Honorable Dave Upthegrove

August 14, 2024

Page 3

- King County Prosecuting Attorneys Association
- King County Security Guild
- Office & Professional Employees International Union, Local 8
- Professional and Technical Employees, Local 17
- Public Safety Employees Union
- Public, Professional & Office-Clerical Employees and Drivers, Teamsters Local 763
- Service Employees International Union, Local 925
- Teamsters Local 174
- Technical Employees' Association
- Washington State Council of County and City Employees, Council 2
- Washington State Council of County and City Employees, Council 2, Local 1652
- Washington State Council of County and City Employees, Council 2, Local 1652R
- Washington State Council of County and City Employees, Council 2, Local 2084-FM
- Washington State Council of County and City Employees, Council 2, Local 2084-S
- Washington State Council of County and City Employees, Council 2, Local 2084-SC
- Washington State Council of County and City Employees, Council 2, Local 2084SC-S
- Washington State Council of County and City Employees, Council 2, Local 21AD
- Washington State Council of County and City Employees, Council 2, Local 21DC
- Washington State Council of County and City Employees, Council 2, Local 21HD

The negotiated agreements were reached pursuant to good faith negotiations between King County and King County Coalition of Unions, as well as between King County and the JLMIC Unions. The agreement has been reviewed by the Prosecuting Attorney's Office.

The County has the capacity to finance this agreement. and increased appropriation authority is needed and will be requested through the 2025 budget process. A complete breakdown of the costs associated with the agreements can be found in the accompanying fiscal note, which has been reviewed by the Office of Performance, Strategy and Budget.

Our employees are our most valuable asset and our collaboration with our union partners benefits our employees and the citizens of King County. Thank you for your continued support for our employees through your approval of this important proposed legislation.

If your staff have questions, please contact Megan Pedersen, Director, Office of Labor Relations, at 206-263-2898.

Sincerely,



for

Dow Constantine  
King County Executive

The Honorable Dave Upthegrove

August 14, 2024

Page 4

Enclosure

cc: King County Councilmembers

ATTN: Stephanie Cirkovich, Chief of Staff

Melani Hay, Clerk of the Council

Karan Gill, Chief of Staff, Office of the Executive

Penny Lipsou, Council Relations Director, Office of the Executive

Dwight Dively, Director, Office of Performance, Strategy and Budget

Megan Pedersen, Director, Office of Labor Relations