



**King County**

**Metropolitan King County Council  
Committee of the Whole**

**STAFF REPORT**

|                      |           |              |                  |
|----------------------|-----------|--------------|------------------|
| <b>Agenda Item:</b>  | X         | <b>Name:</b> | Patrick Hamacher |
| <b>Proposed No.:</b> | 2019-0266 | <b>Date:</b> | June 26, 2019    |

**SUBJECT**

Proposed Motion 2019-0266 would create a workgroup to identify ways to increase the speed at which contracts are adopted between tentative agreement and approval by the Council.

**SUMMARY**

To address the sometimes-long lag times between tentative agreement and Council vote on a collective bargaining agreement, this motion would form a workgroup tasked with identifying ways to speed that portion of the process along. The workgroup would be comprised of Council, Executive and Employee representatives and would be tasked with making recommendations by September 30, 2019.

**BACKGROUND**

The County Council is responsible for setting labor policy and for the ultimate approval of collective bargaining agreements. The County Executive is the bargaining agent for the Council. In some cases, the time between when an agreement is at the “tentative agreement” stage and when the Council ultimately votes on the agreement has become elongated leaving the employees and the County with uncertainty as to the ultimate resolution of the agreement.

**ANALYSIS**

Proposed Motion 2019-0266 creates the Labor Process Workgroup. The task of the Workgroup is to identify “current obstacles to efficient contract approval following tentative agreement and recommending options for how to reduce and eliminate delays.”

The membership of the Workgroup will consist of:

1. The Council’s Chief of Staff
2. An Executive designee
3. The Chief People Officer
4. Two representatives of County labor unions.

The Chair of the County Council is tasked with appointing the membership to fill out these positions after consultation with all councilmembers and the Executive.

The Workgroup's final report is due by September 30, 2019.

**INVITED**

1. Whitney Abrams, Chief People Officer
2. Megan Pedersen, Director of Labor Relations
3. Denise Cobden, Professional and Technical Employees, MLA Co-Chair
4. Michael Gonzales, Teamsters, MLA Co-Chair

**ATTACHMENTS**

1. Proposed Motion 2019-0266