

**Memorandum of Agreement  
By and Between  
King County  
and  
International Brotherhood of Electrical Workers, Local 77  
Representing Employees in the Metro Transit Department  
[101/E2]**

**Subject: 2025 King County Employee Health Benefits and Collective Bargaining Agreement Modification**

**Background**

1. King County (the County) and the International Brotherhood of Electrical Workers, Local 77 (the Union) are Parties to a Collective Bargaining Agreement (CBA) effective January 1, 2023, through December 31, 2025. The Union represents employees working in the King County Metro Transit Department (the Department).
2. The Union participates in the Joint Labor Management Insurance Committee (JLMIC) which is comprised of representatives of the County and labor organizations, including the Union.
3. Medical plan changes for 2025 were negotiated in the JLMIC, resulting in an Agreement covering benefits effective January 1, 2025, through December 31, 2025. The Agreement was fully ratified into law on September 15, 2024.
4. Article 23 of the Parties' CBA states "The Union participates in the JLMIC and adopts all terms and conditions of any JLMIC Agreements for all employees covered by this Agreement."
5. On September 19, 2024, the Union filed a demand to bargain the impacts of the changes in health benefits as agreed upon by the JLMIC.
6. On September 24, 2024, the County responded to the Union explaining that while the County had no duty to bargain further over the JLMIC changes, the parties could meet to discuss concerns brought forward by Local 77. The County noted that the Union is party to the JLMIC, that the changes had been bargained fully, and that the CBA affirmatively adopts the terms bargained in the 2025 JLMIC Agreement.
7. The Parties met on October 3, 2024, to discuss and provide information of the changes to the health benefits beginning in 2025. The Parties also discussed the 2025 compensation package in the CBA, resulting in the following Agreement regarding changes to the CBA.

## **Agreements**

1. Article 14.10 of the CBA provides for a cost-of-living adjustment (COLA) as outlined below:

*January 1, 2025: There shall be a Cost of Living Adjustment per the formula below:*

*COLA adjustments will be 95 percent of the average growth rate of the six prior bi-monthly year-over-year percentages in the Seattle-Tacoma-Bellevue Consumer Price Index for Urban Wage Earners and Clerical Workers (All Items, base period 1982-84=100) (CPI-W) through June of the year in which the COLA will be applied. For example, the wage adjustment for January 1, 2025, shall be calculated as the average of the year-over-year percentages from the August 2023, October 2023, December 2023, February 2024, April 2024, and June 2024 values of the CPI-W.*

*A year-over-year change means the percentage change in the CPI-W for that measurement compared to the CPI-W for the same month the prior year. For example, the June 2024 year-over year change is the percentage change in the June 2024 CPI-W compared to the June 2023 CPI-W.*

*Regardless of the result calculated using this formula, the annual COLA effective on January 1, 2025, shall not be more than 4% and shall not be less than 2%.*

2. In addition to the COLA formula already agreed to above, as provided in the CBA, each member of the bargaining unit will receive an additional 1.5% General Wage Increase (GWI) effective January 1, 2025.
3. Any disputes regarding the interpretation or application of this Agreement shall be resolved by the parties using the grievance procedures of the applicable collective bargaining agreement.
4. This MOA is the full and final agreement of the parties related to this matter. The parties acknowledge that this Agreement is subject to approval by ordinance by the Metropolitan King County Council (the Council) of King County Washington. This Agreement will be effective following the effective date of the ordinance, which is ten days following the King County executive's approval signature.
5. This Agreement expires on December 31, 2025, with the current 2023-2025 CBA.
6. The Union acknowledges that, consistent with Article 23 of the CBA, they are party to the JLMIC, that the 2025 benefits changes had been bargained fully, that the CBA includes a waiver that adopts the terms bargained in the 2025 JLMIC Agreement, and that the County has no duty to bargain further over the JLMIC changes.
7. The Union withdraws its demand to bargain the impacts of the changes in health benefits as agreed upon by the JLMIC.

For International Brotherhood of Electrical Workers,  
Local 77:

*Jonathan Finch*

[Jonathan Finch \(Oct 9, 2024 09:46 PDT\)](#)

Jonathan Finch  
Business Representative

Oct 9, 2024

Date

For King County:

*Timothy Novasky*

Tim Novasky  
Labor Relations Negotiator  
Office of Labor Relations  
King County Executive Office

Oct 9, 2024

Date