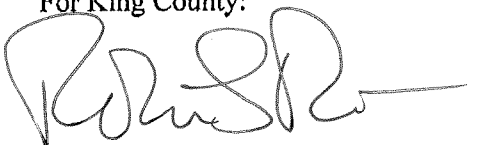


AGREEMENT
By and Between
King County
And
Teamsters Local Union No. 117
International Brotherhood of Teamsters
Wastewater Treatment Division, Managers and Assistant Managers

Subject: Benefit Time and Extended Sick Leave Transfer of Accruals

Following implementation of the July 1, 2010 to December 31, 2014 collective bargaining agreement employees may transfer up to forty (40) hours of their accrued benefit time (BT) or extended sick leave (ESL) accruals from one account to the other account. Again, on April 1st 2013 employees may transfer up to thirty (30) hours from one account, BT or ESL, to the other account. Finally, on April 1st 2014, employees may again transfer up to twenty (20) hours from one account, BT or ESL, to the other account. Conversions will be done on an hour-for-hour basis and final when the employee's election is submitted to the division.

For King County:



Robert S. Railton
 Labor Negotiator

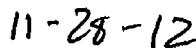


Date

For International Brotherhood of
 Teamsters Local 117:



Tracey A. Thompson
 Secretary-Treasurer



Date