

**AGREEMENT BETWEEN  
KING COUNTY  
AND  
TECHNICAL EMPLOYEES' ASSOCIATION  
Department of Transportation - Transit Staff  
1/1/14 - 12/31/14**

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1           **2.3 Exemption:** Nothing contained in 2.2 shall require an employee to join the Association  
2 who objects to membership in the Association on the grounds of a bona fide religious objection, in  
3 which case the employee shall pay an amount of money equivalent to the regular Association dues  
4 and initiation fee to a non-religious charity or to another charitable organization mutually agreed upon  
5 by the employee affected and the bargaining representative to which the employee would otherwise  
6 pay the dues and initiation fee. The employee shall furnish written proof that such payments have  
7 been made. If the employee and the Association are unable to agree on the charity the Public  
8 Employment Relations Commission shall designate the charity.

9           **2.4 Dues Deduction:** Upon receipt of written authorization individually signed by an  
10 employee, the County shall have deducted from the pay of such employee the amount of dues as  
11 certified by the secretary of the Association and shall transmit the same to its treasurer. The  
12 Employer shall notify the Association of changes in employment status on a monthly basis.

13           **2.5 Indemnification:** The Association will indemnify, defend and hold the County harmless  
14 against any claims made and against any suit instituted against the County on account of any check-  
15 off of dues for the Association. The Association agrees to refund to the County any amounts paid to  
16 it in error on account of the check-off provisions upon presentation of proper evidence thereof.

17           **2.6 Maintenance of Working Conditions:** The County recognizes its obligation to negotiate  
18 wages, hours and working conditions with TEA.

19           **2.7 Application of Personnel Guidelines:** As set forth below, the 2005 King County  
20 Personnel Guidelines shall apply to members of this bargaining unit where the Collective Bargaining  
21 Agreement is silent or ambiguous. The 2005 Personnel Guidelines (except those identified below to  
22 have no application) shall replace any pre-existing practice between the parties, provided that nothing  
23 in those Guidelines will be interpreted or applied to circumvent the parties' collective bargaining  
24 obligations. However, should any genuine established practice arise subsequent to January 1, 2005  
25 and such practice conflicts with the terms of the 2005 Personnel Guidelines (and it pertains to a  
26 matter on which the Agreement is either silent or ambiguous), then the practice shall govern. Should  
27 the Guidelines be invoked to interpret the contract, the arbitrator reserves the right to determine what  
28 weight should be given along side those other interpretive factors that an arbitrator might conclude

1 appropriate.

2 Except as expressly noted, definitions in the Personnel Guidelines shall apply to the  
3 interpretation of the Personnel Guidelines only.

4 The parties agree that the following provisions of the King County Personnel Guidelines  
5 (2005) are preempted by the terms of the parties' Collective Bargaining Agreement:

6 Preamble/Disclaimer

7 Section 1.3

8 Chapter 4

9 Chapter 5

10 Sections 6.5, 6.6, 6.9, and 6.13 - 6.15

11 Chapter 9

12 Sections 11.1, 11.2, and 11.4

13 Sections 12.4, 12.5

14 Sections 14.1-14.6 and 14.9-14.15

15 Section 15.3

16 Chapter 16

17 Chapter 17

18 Chapter 18

19 Section 19.4

20 Chapter 22

21 **ARTICLE 3: RIGHTS OF MANAGEMENT**

22 The management of the County and the direction of the work force are vested exclusively in  
23 the County, except as may be limited by the express written terms of this Agreement.

24 **Common Biweekly Payroll System:** The County desires to implement a common biweekly  
25 payroll system that will standardize pay practices and Fair Labor Standards Act work weeks. The  
26 parties agree that applicable provisions of the collective bargaining agreement may be re-opened at  
27 any time during the life of this agreement by the County for the purpose of negotiating these  
28 standardized pay practices, to the extent required by law.

1 **ARTICLE 4: WAIVER AND COMPLETE AGREEMENT**

2 4.1 The Agreement expressed herein in writing constitutes the entire Agreement between the  
3 parties and no express or implied or oral statements shall add to or supersede any of its provisions.

4 4.2 The parties acknowledge that during the negotiations which resulted in this Agreement,  
5 each had the unlimited right and opportunity to make demands and proposals with respect to any  
6 subject or matter appropriate for collective bargaining, and that the understanding and agreements  
7 arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.  
8 Therefore, the County and TEA, for the life of this Agreement, each voluntarily and unqualifiedly  
9 waive the right and each agrees that the other shall not be obligated to bargain collectively with  
10 respect to any subject or matter.

11 4.3 **Modification:** Should the parties agree to amend or supplement the terms of this  
12 Agreement, such amendments or supplements shall be in writing and effective when signed by the  
13 parties.

14 **ARTICLE 5: DISCIPLINE AND PROBATION**

15 5.1 **Discipline:** The County may discipline an employee for just cause. Discipline may  
16 include, but is not limited to, verbal or written reprimands, delay or withholding of a salary step  
17 increase, reduction of pay, demotion, disciplinary transfers, suspensions without pay and/or discharge  
18 of the Employee.

19 Prior to any disciplinary action being taken an investigation will be conducted. The Employee  
20 will be advised of the basis of any disciplinary action and given the opportunity to respond prior to  
21 the implementation of the discipline. The type and severity of disciplinary action will be consistent  
22 with the nature and severity of the behavior that led to the disciplinary action. In determining  
23 appropriate disciplinary action, the County will also consider mitigating circumstances, which may  
24 include the Employee's work record. Probationary and Term Limited Employees are not subject to  
25 the definitions or provisions in this Article.

26 5.2 **Probation:** New Employees, including those new to a position, shall be subject to a six  
27 (6) month probationary period. Employees who have been assigned to a position as an acting or TLT  
28 shall be provided credit for such time toward this period, at the discretion of the appointing authority.

1 A probationary period may be extended beyond six (6) months, but no more than 12 months, upon  
2 agreement of the County, the employee, and the TEA.

3 **5.3 Probationary period upon Promotion:** An employee who does not successfully  
4 complete the probationary period in a position to which the employee has been promoted shall be  
5 restored to the employee's former position, former salary, and all other benefits to which the  
6 employee would have been entitled if the promotion had not occurred if the former position is still  
7 vacant (has not been offered and accepted by an applicant), and the position still exists. If the former  
8 position is unavailable, the individual will be offered any vacant Transit TEA represented position for  
9 which they meet the essential qualifications for the classification and the specific qualifications for  
10 the position. If they refuse to accept an offered position in a lower pay range than the position they  
11 initially vacated, they will be laid off. If they accept a lower range position, they will have recall  
12 rights to the next available position of the range they had at the time of the initial transfer. If they  
13 refuse to accept a position of equal range and similar duties (to the position originally vacated) for  
14 which they meet the essential qualifications, they will be placed on the recall list for two years.  
15 Provided further, there are no reversion rights if the employee is discharged for cause.

## 16 **ARTICLE 6. GRIEVANCE PROCEDURE**

17 **6.1 Nature of the Procedure:** Any dispute between the County and TEA, or between the  
18 County and any employee covered by this Agreement concerning the interpretation, application, claim  
19 of breach or violation of the express terms of this Agreement shall be deemed a grievance.

20 Every effort will be made to settle grievances at the lowest possible level of supervision.  
21 Employees will be unimpeded and free from restraint, coercion, discrimination, or reprisal in seeking  
22 adjudication of their grievance.

23 The County will attempt to hold grievance hearings during normal working hours. Employees  
24 involved in such grievance hearings during their normal County working hours shall be allowed to do  
25 so without suffering a loss in pay, including the grieving employee, any employee involved as a  
26 witness and/or any employee representing TEA.

27 Unless otherwise indicated, days in this Article will mean calendar days. Any time limits  
28 stipulated in the grievance procedure may be extended by mutual agreement of the parties in writing.

1 If either party fails to respond within the designated time frames, the grieving party may, at its option,  
2 continue to demand a response, or pursue the grievance to the next step of the resolution process  
3 within the required time limit.

4 **6.2 Grievance Steps:** A grievance in the interest of a majority of the employees in the  
5 bargaining unit shall be reduced to writing by TEA and may, at its discretion, be introduced at Step 2  
6 of the grievance procedure within twenty-one (21) days of the alleged violation or within twenty-one  
7 (21) days of when TEA reasonably should have known of the alleged violation. A grievance filed on  
8 behalf of the County will be introduced at Step 3 of the grievance within twenty-one (21) days of  
9 when the County should have reasonably known of the alleged violation.

10 A grievance shall be processed in accordance with the following procedure:

11 **Step 1** - A grievance shall be submitted in writing by TEA or the employee, within twenty  
12 (21) days of the alleged contract violation or within twenty-one (21) days of when TEA reasonably  
13 should have known of the alleged violation to the grieving employee's immediate supervisor. The  
14 grievance shall include a description of the incident, the date it occurred and the applicable provision  
15 of the collective bargaining agreement. The parties agree to make every effort to settle the grievance  
16 at this stage promptly. The immediate supervisor shall answer the grievance in writing to TEA within  
17 fourteen (14) days after being notified of the grievance.

18 **Step 2** - If the grievance is not resolved at Step 1, a grievance filed by TEA shall be forwarded  
19 to the Division Manager or his/her designee within twenty-one (21) days of the Step 1 written  
20 response. The grievance shall include a description of the incident, the date it occurred and the  
21 applicable provision of the collective bargaining agreement. The Division Manager or his/her  
22 designee shall convene a meeting with TEA within fourteen (14) days after receipt of the grievance.  
23 The meeting may include the aggrieved employee(s) at their option. The Division Manager or his/her  
24 designee shall answer the grievance in writing to TEA within twenty-one (21) days after the meeting.

25 **Step 3** - TEA shall have fourteen (14) days from the issuance of the Step 2 response to  
26 advance the grievance to Step 3, otherwise the grievance shall be presumed to be resolved. TEA's  
27 request to advance the grievance to Step 3 must be made in writing to the Director of the King County  
28 Office of Labor Relations or designee copying the Labor Negotiator. The TEA representative must

1 sign the request to advance a grievance to Step 3.

2 The Director of the King County Office of Labor Relations or designee will schedule a  
3 meeting with the TEA staff representative and employee, if desired, within thirty (30) days of the  
4 referral to Step 3. The Director or designee shall issue a written decision within fourteen (14)  
5 calendar days of the Step 3 meeting.

6 A grievance filed by the County shall be filed with the TEA President. The grievance shall  
7 include a description of the incident, the date it occurred and the applicable provision of the collective  
8 bargaining agreement.

9 **Step 4** - If the grievance is not resolved at Step 3, either of the signatory parties to this  
10 agreement may submit the grievance to binding arbitration. Within thirty (30) days of the Step 3  
11 response either party may file a Demand for Arbitration. TEA's demand will be filed with the  
12 Director of the Office of Labor Relations Section or designee. The County's demand will be filed  
13 with the TEA President.

14 After the Demand for Arbitration is filed, the County and TEA will meet to select by mutual  
15 agreement an arbitrator. If the parties are unable to arrive at an agreement, either party may petition  
16 for a list of nine (9) arbitrators from the Public Employment Relations Commission (PERC), after  
17 which an arbitrator shall be selected by the alternate striking of names, the first strike to be  
18 determined by a coin flip.

19 **6.3 Arbitrator's authority:** In connection with any arbitration proceeding held pursuant to  
20 this Agreement, it is understood as follows:

21 1) The arbitrator shall have no power to render a decision that will add to, subtract  
22 from, alter, change or modify the terms of this Agreement, and their power shall be limited to the  
23 interpretation or application of the express terms of this Agreement, and all other matters shall be  
24 excluded from arbitration.

25 2) The decision of the arbitrator shall be final, conclusive and binding upon the  
26 County, TEA and the employee involved.

27 3) The cost of the arbitrator shall be borne equally by the County and TEA, and each  
28 party shall bear the cost of presenting its own case, including attorneys' fees, regardless of the



1 outcome of the case.

2 4) Unless otherwise agreed to in writing by the parties, the arbitrator's decision shall  
3 be made in writing, and shall be issued to the parties within thirty (30) days after the case is submitted  
4 to the arbitrator.

5 5) Any arbitrator selected under Step 3 shall function pursuant to the voluntary labor  
6 arbitration regulations of the American Arbitration Association, unless otherwise agreed to in writing  
7 by the parties.

8 **6.4 Mediation:** At any step in the process by mutual agreement the parties may submit the  
9 dispute to mediation. If the mediation is not successful the grievance will be reinstated at the step it  
10 was prior to submission to mediation.

11 **ARTICLE 7: HOLIDAYS**

12 **7.1 Celebrated Holidays:**

13 A. All regular, probationary, provisional and term-limited temporary employees shall  
14 be granted the following holidays with pay:

15

<i>Holiday</i>	<i>Date Celebrated</i>
New Year's Day	January 1st
Martin Luther King Jr's Birthday	Third Monday in January
President's Birthday	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4th
Labor Day	First Monday in September
Veteran's Day	November 11th
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Day Following Thanksgiving
Christmas Day	December 25th
Two (2) Personal Holidays	

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1           **B.** And, any special or limited holidays as declared by the president of the United  
2 States or governor and as approved by the State of Washington, and as approved by the Council.  
3 Whenever a holiday falls upon a Sunday, the following Monday shall be observed as a holiday, and  
4 any holiday falling on a Saturday shall be observed on the preceding Friday. To receive holiday pay,  
5 an eligible employee must be in pay status the workday before and the workday after the holiday.  
6 However, an employee who has successfully completed at least five (5) years of County service and  
7 who retires at the end of the month in which the last regularly scheduled working day is observed as a  
8 holiday, shall be eligible for holiday pay if the employee is in a pay status the day before the day  
9 observed as a holiday. Holiday pay for non-exempt employees shall not exceed eight (8) hours of pay  
10 in a work unit that has a standard forty-hour (40-hour) work week schedule.

11           **7.2 Personal Holidays:** Regular, probationary, provisional and term-limited temporary  
12 employees shall receive two (2) personal holidays (as shown in 7.1) to be administered through the  
13 vacation plan. One Personal Holiday shall be added to the vacation leave bank in the pay period that  
14 includes the first day of October and one Personal Holiday shall be added to the vacation bank in the  
15 pay period that includes the first day of November. These days may be used in the same manner as  
16 any vacation day earned.

17           **7.3 Part-time Scheduled Employees:** Regular, probationary, provisional and part-time term-  
18 limited temporary employees who work a part-time schedule receive paid holidays prorated based on  
19 their work schedule consistent with 7.1 and 7.2.

20           **7.4 Holiday Compensation:**

21           **A.** Full-time non-exempt employees who are eligible for holiday pay shall receive  
22 time and one-half (1-1/2) their regular rate of pay for all hours worked on a holiday listed in 7.1.A.  
23 above. This holiday compensation for hours actually worked on a holiday shall be in addition to the  
24 eight (8) straight time hours of holiday pay. Employees who work the holiday shall either receive an  
25 additional day's pay at their regular, straight-time hourly rate or shall at their option receive a  
26 substitute holiday, use of which must be scheduled five (5) days in advance. Substitute holidays not  
27 taken off within one (1) year shall be compensated for in cash.

28           **B.** Non-exempt part-time employees who are eligible for holiday pay and are assigned

1 to work on a holiday shall be paid holiday compensation (1-1/2 the regular rate of pay) for the actual  
2 hours worked. In addition to the holiday compensation for actual hours worked, the employees shall  
3 receive holiday pay for holidays which fall on regularly scheduled working days and the holiday pay  
4 shall be pro-rated based on the employees regularly scheduled working hours. Employees will not be  
5 compensated for holidays falling on days that they are not regularly scheduled to work.

6 C. For those non-exempt employees whose normal shift is longer than eight (8) hours  
7 in order to receive their normal salary, shall be provided an option to either work additional hours in  
8 the pay period or deduct hours from their annual leave bank.

9 **7.5 Holiday Staffing:** The County may use reduced staffing on holidays consistent with  
10 weekend staffing requirements. Volunteers will be sought first for holiday staffing by rotating  
11 through the list of employees by classification and seniority. If there are insufficient volunteers,  
12 employees will be selected by the County using a rotation process. Employees may exchange  
13 assigned holidays so long as the County incurs no additional costs. Employees proposing the  
14 exchange must notify their supervisor in writing not less than fourteen (14) days in advance of the  
15 holiday. Any exchange of holiday assignments will obligate both employees to work those days that  
16 they have exchanged.

1 **ARTICLE 8: VACATIONS**

2 **8.1 Vacation Leave Accrual Schedule:**

3 Regular, probationary, provisional and term-limited temporary employees shall be eligible for  
4 vacation leave benefits as described in the following table except in those instances expressly stated  
5 in this Article as an exception:

6

<b>Full Years of Service</b>	<b>Vacation Days Earned (8 hour day)</b>
Upon hire through end of Year 5	12
Upon beginning of Year 6	15
Upon beginning of Year 9	16
Upon beginning of Year 11	20
Upon beginning of Year 17	21
Upon beginning of Year 18	22
Upon beginning of Year 19	23
Upon beginning of Year 20	24
Upon beginning of Year 21	25
Upon beginning of Year 22	26
Upon beginning of Year 23	27
Upon beginning of Year 24	28
Upon beginning of Year 25	29
Upon beginning of Year and beyond 26	30

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24 **8.2 Part-time Employees:** Regular, probationary, provisional and term-limited temporary  
25 employees who work a part-time schedule shall accrue vacation leave in accordance with the leave  
26 schedule set forth in 8.1; provided, however, such accrual rates shall be prorated to reflect his/her  
27 normally scheduled work week.

28 **8.3 Vacation Accrual:** Employees eligible for vacation leave shall accrue vacation leave

1 from their date of hire in a leave eligible position. Employees who work less than a full-time  
2 schedule shall receive a pro-rated leave to reflect his/her normally scheduled workweek.

3 **8.4 Vacation Eligibility:** Employees eligible for vacation leave shall not be eligible to take or  
4 be paid for vacation leave until they have successfully completed their first six (6) months of County  
5 service in a leave eligible position, and if they leave County employment prior to successfully  
6 completing their first six (6) months of County service, shall forfeit and not be paid for accrued  
7 vacation leave. Vacation may not be used until earned.

8 **8.5 Vacation Payout:** Employees shall be paid for accrued vacation leave to their date of  
9 separation up to the maximum accrual amount if they have successfully completed their first six (6)  
10 months of County service in a paid leave eligible position up to 480 hours maximum. Payment shall  
11 be the accrued vacation leave multiplied by the employee's rate of pay in effect upon the date of  
12 leaving County employment less mandatory withholdings. If an employee leaves prior to successful  
13 completion of the six months of County service, they shall forfeit and not be paid for accrued  
14 vacation leave.

15 **8.6 Vacation Schedules:** The manager/designee will be responsible for scheduling vacation  
16 of employees in such a manner as to achieve the greatest vacation opportunity for the employees  
17 while maintaining the efficient functioning of the work unit. No employee shall work for  
18 compensation for the County in any capacity during the time that the employee is on vacation.

19 **8.7 Maximum Accrual:** Employees eligible for vacation leave may accrue up to 480 hours  
20 vacation prorated to reflect their normally scheduled workday. Employees eligible for vacation leave  
21 shall use vacation leave beyond the maximum accrual amount prior to the end of the pay period that  
22 includes December 31 of each year. Failure to use vacation leave beyond the maximum accrual  
23 amount will result in forfeiture of the vacation leave beyond the maximum amount unless the  
24 manager/designee has approved a carryover of such vacation leave because of cyclical workloads,  
25 work assignments or other reasons as may be in the best interests of the County.

26 **8.8 Payout on Separation due to Death:** In cases of separation from County employment by  
27 death of an employee with accrued vacation leave and who has successfully completed his/her first  
28 six (6) months of County service in a paid leave eligible position, payment of unused vacation leave

1 up to the maximum accrual amount shall be made to the employee's estate, or, in applicable cases, as  
2 provided for by state law, RCW Title 11.

3 **8.9 Vacation rate on Return:** If a regular employee eligible for vacation leave resigns from  
4 County employment in good standing or is laid off and subsequently returns to County employment  
5 within two (2) years from such resignation or layoff, as applicable, the employee's prior County  
6 service shall be counted in determining the vacation leave accrual rate under 8.1.

7 **8.10 Partial Payments:** Employees who are FLSA overtime eligible may use vacation in half  
8 hour (1/2) increments. FLSA-exempt employees may use vacation in increments of not less than one  
9 (1) day.

10 **8.11 Limited use on Probation:** During the first six (6) months of County service,  
11 employees eligible to accrue vacation leave may not use any accrued days of vacation leave. If an  
12 employee does not work a full six (6) months, any vacation leave used for sick leave must be  
13 reimbursed to the County upon termination. This paragraph does not apply to employees using  
14 accrued vacation leave for a qualifying event under the Washington Family Care Act or as otherwise  
15 required by law.

16 Employees who are in a probationary period as a result of promotion shall be entitled to use  
17 vacation time accrued in their prior position while they are in a probationary status in their new  
18 position subject to the approval of the manager/designee.

19 **8.12 Vacation Donation:** Any regular full-time or regular part-time employee who has  
20 completed at least one (1) year of service may donate to any other regular employee a portion of his or  
21 her accrued vacation for the purpose of supplementing the sick or family leave benefits of the  
22 receiving employee. Donated vacation shall be converted to a dollar value based upon the donor's  
23 straight-time rate of pay. Vacation donations are strictly voluntary. Employees are prohibited from  
24 offering or receiving monetary or other compensation in exchange for donating vacation hours. The  
25 number of hours donated shall not exceed the donor's accrued vacation credit as of the date of the  
26 request.

27 Donated vacation must be used within ninety (90) calendar days. Donated vacation not used  
28 within 90 days or due to the death of the receiving employee shall revert to the donor.

1 **ARTICLE 9: SICK LEAVE**

2           **9.1 Sick Leave:** Regular, probationary, provisional and term-limited temporary employees will  
3 accrue sick leave benefits at the rate of 0.04616 hours for each hour in pay status exclusive of overtime  
4 up to a maximum of eight (8) hours per month. Employees shall accrue sick leave from their date of hire  
5 in a leave eligible position. The employee is not entitled to sick leave if not previously earned. Sick  
6 leave may be used by employees covered by the FLSA in one-half hour increments at the discretion of  
7 their immediate supervisor. FLSA-exempt employees use sick leave for absences of one full workday.

8           **9.2 Vacation as an extension of Sick Leave:** During the first six (6) months of service in a paid  
9 leave eligible position, eligible employees may, at the manager/designee's discretion, use any accrued  
10 days of vacation leave as an extension of sick leave. If an employee does not work a full six (6) months  
11 in a paid leave eligible position, any vacation leave used for sick leave must be reimbursed to the  
12 County upon termination. This paragraph does not apply to employees using accrued vacation leave  
13 for a qualifying event under the Washington Family Care Act or as otherwise required by law.

14           **9.3 Partial Day Increments:** Sick leave may be used in one half (1/2) hour increments.

15           **9.4 Unlimited Accrual:** There will be no limit to the hours of sick leave benefits accrued by  
16 paid leave eligible employee.

17           **9.5 Restoration following Separation:** Separation from employment except by reason of  
18 retirement, layoff for non-disciplinary medical reasons, will cancel all sick leave accrued to the paid  
19 leave eligible employee as of the date of separation. Should a regular employee resign in good standing,  
20 be laid off or separated for non-disciplinary medical reasons and return to County employment within  
21 two (2) years, his/her accrued sick leave will be restored.

22           **9.6 Pay upon Separation:** A paid leave eligible employee who has successfully completed at  
23 least five (5) years of County service and who retires as a result of length of service or who separates by  
24 reason of death will be paid, or his/her estate as provided for by RCW Title 11, as applicable, an amount  
25 equal to thirty-five percent (35%) of his/her unused, accumulated sick leave multiplied by the  
26 employee's rate of pay in effect upon the date of leaving County employment, less mandatory  
27 withholdings.

28           **9.7 Leave Without Pay for Health Reasons:** An employee must use all of his/her sick leave

1 before taking unpaid leave for his/her own health reasons. If the injury can be compensated under the  
2 County's workers compensation program, then the employee has the option to augment or not  
3 augment time loss payments with the use of his/her accrued sick leave.

4 **9.8 Leave Without Pay for Family Reason:** For a leave for family reasons, the employee  
5 will choose at the start of the leave whether the particular leave would be paid or unpaid (see 9.11);  
6 but, when an employee chooses to take paid leave for family reasons s/he may set aside a reserve of  
7 up to eighty (80) hours of accrued sick leave.

8 **9.9 Use of Vacation Leave as Sick Leave:** An employee who has exhausted all of his/her  
9 sick leave may use accrued vacation leave before going on leave of absence without pay.

10 **9.10 Use of Sick Leave:** Accrued sick leave will be used for the following reasons:

11 A. The employee's bona fide illness; provided, that an employee who suffers an  
12 occupational illness may not simultaneously collect sick leave and worker's compensation payments  
13 in a total amount greater than the net regular pay of the employee;

14 B. The employee's incapacitating injury, provided that:

15 1. An employee injured on the job may not simultaneously collect sick leave  
16 and worker's compensation payments in a total amount greater than the net regular pay of the  
17 employee; though an employee who chooses not to augment his/her worker's compensation time loss  
18 pay through the use of sick leave will be deemed on unpaid leave status;

19 2. An employee who chooses to augment workers compensation payments  
20 with the use of accrued sick leave unless s/he notifies the workers compensation office in writing at  
21 the beginning of the leave otherwise;

22 3. An employee may not collect sick leave and worker's compensation time  
23 loss payments for physical incapacity due to any injury or occupational illness that is directly  
24 traceable to employment other than with the County.

25 C. Exposure to contagious diseases and resulting quarantine.

26 D. A female employee's temporary disability caused by or contributed to by  
27 pregnancy and childbirth.

28 E. The employee's medical, ocular or dental appointments provided that the



1 employee's manager/designee has approved the scheduling of sick leave for such appointments.

2 F. To care for the employee's eligible child or child of employee's spouse or domestic  
3 partner if the child has an illness or health condition which requires treatment or supervision from the  
4 employee;

5 G. To care for other family members, if:

6 1. The employee has been employed by the County for twelve (12) months or  
7 more and has worked a minimum of one thousand forty (1040) hours in the preceding twelve (12)  
8 months,

9 2. The family member is the employee's spouse or domestic partner, the  
10 employee's child, a child of the employee's spouse or domestic partner, the parent of the employee,  
11 employee's spouse or domestic partner or an individual who stands or stood in loco parentis to the  
12 employee, the employee's spouse or domestic partner, employee's grandparent; and,

13 3. The reason for the leave is one of the following:

14 a. The birth of a son or daughter and care of the newborn child, or  
15 placement with the employee of a son or daughter for adoption or foster care, if the leave is taken  
16 within twelve (12) months of the birth, adoption or placement;

17 b. The care of the employee's child or child of the employee's spouse  
18 or domestic partner whose illness or health condition requires treatment or supervision by the  
19 employee; or

20 c. Care of a family member who suffers from a serious health  
21 condition.

22 H. Leave eligible employees who do not qualify for use of sick leave as provided  
23 under 9.10.G can use sick leave in the maximum amount of three (3) days per calendar year when an  
24 employee is required to care for an immediate family member who suffers from a serious health  
25 condition; except, if the immediate family member is a child as defined in 9.13 in which case the use  
26 of sick shall not be limited to three (3) days.

27 **9.11 Unpaid Leave:** An employee may take a total of up to eighteen (18) work weeks unpaid  
28 leave for his or her own serious health condition, and for family reasons as provided in Sections

1 9.10.F and 9.10.G combined, within a twelve (12) month period. The leave may be continuous,  
2 which is consecutive days or weeks, or intermittent, which is taken in whole or partial days as needed.

3 Intermittent leave is subject to the following conditions:

4           **A. Birth or Adoption:** When a leave is taken after the birth or placement of a child  
5 for adoption or foster care, an employee may take leave intermittently or on a reduced leave schedule  
6 only if authorized by the employee's manager/designee.

7           **B. Reduced Schedules:** An employee may take leave intermittently or on a reduced  
8 schedule when medically necessary due to a serious health condition of the employee or family  
9 member of the employee; and

10           **C. Temporary Transfer:** If an employee requests intermittent leave or leave on a  
11 reduced leave schedule, under Section B. above, that is foreseeable based on planned medical  
12 treatment, the manager/designee may require the employee to transfer temporarily to an available  
13 alternative position for which the employee is qualified and that has equivalent pay and benefits and  
14 that better accommodates recurring periods of leave than the regular position of the employee.

15           **9.11.1 Concurrent Time:** Use of donated leave will run concurrently with the eighteen (18)  
16 workweek family medical leave entitlement.

17           **9.11.2 Insurance Premiums:** The County will continue its contribution toward health care  
18 during any unpaid leave taken under Section 9.11.

19           **9.11.3 Return to Work from Unpaid Leave:** An employee who returns from unpaid family  
20 or medical leave within the time provided in this Article is entitled, subject to layoff provisions, to:

21           **A.** The same position s/he held when the leave commenced; or

22           **B.** A position with equivalent status, benefits, pay and other terms and conditions of  
23 employment; and

24           **C.** The same seniority accrued before the date on which the leave commenced.

25           **9.11.4 Failure to Return to Work:** Failure to return to work by the expiration date of the  
26 leave of absence may be cause for removal and result in termination of the employee from County  
27 service.

28           **9.12 Provider Certification:** The manager/designee and employee is responsible for the

1 proper administration of the sick leave benefit. Verification from a licensed health care provider may  
2 be reasonably required to substantiate the health condition of the employee or family member for  
3 leave requests.

4 **9.13 Definition of Child:** For purposes of this Article, a child means a biological, adopted or  
5 foster child, a step child, a legal ward or a child of an employee standing in loco parentis to the child,  
6 who is: under eighteen (18) years of age; or is eighteen (18) years of age or older and incapable of  
7 self care because of mental or physical disability.

8 **9.14 FLSA:** Employees who are FLSA overtime eligible may use sick leave in half (1/2)  
9 hour increments.

10 **9.15 Family and Medical Leave and Family Care:** Employees shall be entitled to family  
11 medical leave, as provided by the King County Family Medical Leave Act, the federal Family  
12 Medical Leave Act, and any Washington state laws that provide for family medical leave. For  
13 reference purposes, the current text of the King County Family Medical Leave Act is attached as  
14 Addendum B.

## 15 **ARTICLE 10: GENERAL LEAVES**

16 **10.1 Donation of Leaves:** Donation of vacation leave hours and donation of sick leave  
17 hours.

### 18 **A. Vacation leave hours:**

19 **1. Approval Required:** An employee eligible for paid leave may donate a  
20 portion of his/her accrued vacation leave to another employee eligible for leave benefits. Such  
21 donation will occur upon written request to and approval of the donating and receiving employee's  
22 department director(s), except that requests for vacation donation made for the purposes of  
23 supplementing the sick leave benefits of the receiving employee will not be denied unless approval  
24 would result in a departmental hardship for the receiving department.

25 **2. Limitations:** The number of hours donated will not exceed the donor's  
26 accrued vacation credit as of the date of the request. No donation of vacation hours will be permitted  
27 where it would cause the employee receiving the transfer to exceed his/her maximum vacation  
28 accrual.

1                   **3. Return of Unused Donations:** Donated vacation leave hours must be used  
2 within ninety (90) calendar days following the date of donation. Donated hours not used within  
3 ninety (90) days or due to the death of the receiving employee will revert to the donor. Donated  
4 vacation leave hours will be excluded from vacation leave payoff provisions contained in this Article.  
5 For purposes of this Article, the first hours used by an employee will be accrued vacation leave hours.

6                   **B. Sick leave hours:**

7                   **1. Written Notice Required:** An employee eligible for paid leave may  
8 donate a portion of his/her accrued sick leave to another employee eligible for leave benefits upon  
9 written notice to the donating and receiving employee's department director(s).

10                   **2. Minimum Leave Balance Required (Donor):** No donation will be  
11 permitted unless the donating employee's sick leave accrual balance immediately subsequent to the  
12 donation is one hundred (100) hours or more. No employee may donate more than twenty-five (25)  
13 hours of his/her accrued sick leave in a calendar year.

14                   **3. Return of Unused Donations:** Donated sick leave hours must be used  
15 within ninety (90) calendar days. Donated hours not used within ninety (90) days or due to the death  
16 of the receiving employee will revert to the donor. Donated sick leave hours will be excluded from  
17 the sick leave payoff provisions contained in this Agreement, and sick leave restoration provisions  
18 contained in this Agreement. For purposes of this Article, the first hours used by an employee will be  
19 accrued sick leave hours.

20                   **C. No Solicitation:** All donations of vacation and sick leave made under this Article  
21 are strictly voluntary. An employee is prohibited from soliciting, offering or receiving monetary or  
22 any other compensation or benefits in exchange for donating vacation or sick leave hours.

23                   **D. Conversion Rate:** All vacation and sick leave hours donated will be converted to  
24 a dollar value based on the donor's straight time hourly rate at the time of donation. Such dollar  
25 value will then be divided by the receiving employee's hourly rate to determine the actual number of  
26 hours received. Unused donated vacation and sick leave will be reconverted based on the donor's  
27 straight time hourly rate at the time of re-conversion. An employee eligible for paid leave benefits  
28 may donate accrued vacation and/or sick leave in accordance with procedures set forth under Chapter

1 3.12.223 of the King County Code (K.C.C.).

2 **10.2 Leave - Organ Donors:** The manager/designee shall allow all employees eligible for  
3 paid leave benefits who are voluntarily participating as donors in life-giving or life-saving procedures  
4 such as, but not limited to, bone marrow transplants, kidney transplants, or blood transfusions to take  
5 five (5) days paid leave, which shall not be charged to sick or vacation leave, provided that:

6 A. The employee gives the manager/designee reasonable advance notice of the need to  
7 take time off from work for the donation of bone marrow, a kidney, or other organs or tissue where  
8 there is reasonable expectation that the employee's failure to donate may result in serious illness,  
9 injury, pain or the eventual death of the identified recipient.

10 B. The employee provides written proof from an accredited medical institution,  
11 organization or individual as to the need for the employee to donate bone marrow, a kidney, or other  
12 organs or tissue or to participate in any other medical procedure where the participation of the donor  
13 is unique or critical to a successful outcome.

14 C. Time off from work for the purpose set out above in excess of five (5) working  
15 days will be subject to the terms of this Agreement.

16 **10.3 Bereavement Leave:**

17 A. Employees eligible for paid leave benefits shall be entitled to three (3) working  
18 days of bereavement leave per occurrence of any death of members of their immediate family.

19 B. Employees eligible to accrue paid leave benefits who have exhausted their  
20 bereavement leave, shall be entitled to use sick leave in the amount of three (3) days for each instance  
21 when death occurs to any member of the employee's immediate family.

22 C. In cases of family care where no sick leave benefit exists, the employee may use  
23 vacation leave, compensatory time or may be granted leave without pay.

24 D. In the application of any of the foregoing provisions, when a holiday or regular day  
25 off falls within the prescribed period of absence, it shall not be charged against the employee's sick  
26 leave account nor bereavement leave credit.

27 E. For the purposes of this Section, a member of the immediate family is as follows:  
28 spouse, domestic partner, grandparent, parent, child, sibling, child-in-law, parent-in-law, grandchild

1 or grandparent of the employee, employee's spouse or employee's domestic partner.

2       **10.4 Leave - Examinations:** Employees eligible for paid leave benefits shall be entitled to  
3 necessary time off with pay for the purpose of participating in County qualifying or promotional  
4 examinations. This shall include time required to complete any required interviews.

5       **10.5 Jury Duty:**

6               A. Employees eligible for paid leave benefits who are ordered on a jury shall be  
7 entitled to their regular County pay; provided, that fees for such jury duty are deposited, exclusive of  
8 mileage, with the Finance and Business Operations Division of the Department of Executive  
9 Services. Employees shall report back to their supervisor on their next scheduled workday when  
10 dismissed from jury service.

11       **10.6 School Volunteer:** Employees eligible for paid leave benefits shall be allowed the use  
12 of up to three (3) days of sick leave each year to allow employees to perform volunteer services at the  
13 school attended by the employee's child; provided, an employee requesting to use sick leave for this  
14 purpose will submit such request in writing specifying the name of the school and the nature of the  
15 volunteer services to be performed.

16       **10.7 Military Leave:** A leave of absence for active military duty or active military training  
17 duty will be granted to eligible employees in accordance with applicable provisions of state and/or  
18 federal law; and County policy provided that a request for such leave shall be submitted to the  
19 manager/designee in writing by the employee and accompanied by a validated copy of military orders  
20 ordering such active duty or active training duty.

21       **10.8 Executive Leave:** Employees who are exempt from the overtime provisions of the  
22 FLSA shall be eligible for up to 10 days of Executive Leave annually. All employees who are exempt  
23 from overtime shall receive at least three (3) days of Executive Leave annually.

24       **10.9 Leave Without Pay:**

25               A. An employee eligible for leave benefits may take a leave of absence without pay  
26 for thirty (30) calendar days or less if authorized in writing by the employee's appointing authority.

27               B. An employee eligible for leave benefits may take a leave of absence without pay  
28 for more than thirty (30) calendar days if authorized in writing by the employee's appointing authority

1 and the director.

2 C. Leaves of absence without pay shall be for periods not to exceed one (1) year  
3 except that the director may, in special circumstances, grant an extension beyond one (1) year.

4 D. Other employee benefits as provided in Chapter 3 of the King County Code shall  
5 not be provided to or accrue to the employee while on leave of absence without pay, except as  
6 provided in King County Code 3.12.220.

7 E. If a leave of absence without pay was granted for purposes of recovering health, the  
8 employee shall be required by the director to submit a physician's statement concerning the  
9 employee's ability to resume duties prior to return to work.

10 F. An employee on leave of absence without pay may return from the leave before its  
11 expiration date if the employee provides the appointing authority with a written request to that effect  
12 at least fifteen (15) days prior to resuming duties.

13 G. Failure to return to work by the expiration date of a leave of absence without pay  
14 shall be cause for removal and shall result in automatic termination of the employee from County  
15 service.

16 H. A leave of absence without pay may be revoked by the director upon evidence  
17 submitted to the director by the appointing authority of the employee indicating that such leave was  
18 requested and granted under false pretenses, or that the need for such leave has ceased to exist.

19 **10.10 Closure of County Facilities:**

20 **A. Pay for employees in case of facility closure.**

21 1. If a facility is closed by order of the County Executive, regular, provisional,  
22 probationary and term limited temporary employees scheduled to work will be paid their normal  
23 salary or hourly wage until such time as the facility is reopened, alternative worksites are arranged, or  
24 a reduction in force is implemented. If the shutdown extends for more than one week, the status of  
25 displaced workers may be reviewed by the Executive to determine whether a reduction in force due to  
26 either lack of funds or lack of work is in order. This applies to affected overtime exempt as well as  
27 hourly employees.

28 Employees who previously request and have been approved for time off (e.g., vacation, sick

1 leave, compensatory time off, executive leave, leaves of absence) will have hours deducted from their  
2 accruals as approved.

3 Employees designated as first responders and mission critical employees who are unable to  
4 report to work will have their time charged to vacation, comp-time (hourly), Executive Leave  
5 (salaried) or leave without pay unless the agency director determines that regular pay is warranted and  
6 waives the charging of the time missed.

7 2. Where a department or division director or agency administrator closes  
8 operations in his or her agency during the work day or orders employees to leave the premises  
9 because of safety concerns, employees (regular, provisional, probationary and term limited  
10 temporary) scheduled to work will be paid for the normally scheduled work day.

11 3. Continued closure of a facility outside the downtown core beyond the first  
12 day (or partial day) as described above must be approved by the Executive; otherwise, the facility will  
13 be deemed open.

14 **B. Pay for employees where facilities remain open for business.**

15 Where a department, office or facility remains open but conditions prevent an employee from  
16 reporting to work:

17 1. The employee will notify his or her supervisor as soon as possible.

18 2. The employee may request, and the supervisor may approve, the use of  
19 compensatory time, executive leave, vacation time, or leave without pay to cover absences resulting  
20 from a county emergency, critical incident, or inclement weather. Sick leave may not be used in such  
21 instances except where appropriate under sick leave provisions of the King County Code, Personnel  
22 Guidelines and this collective bargaining agreement.

23 **ARTICLE 11: HOURS OF WORK AND OVERTIME**

24 11.1 **Standard Five-Eight (5-8) Workweek Schedule:** For FLSA non-exempt employees, the  
25 standard workweek will consist of five (5) consecutive work days not to exceed eight (8) hours each  
26 exclusive of the meal period and not to exceed forty (40) hours per week and shall normally be  
27 scheduled Monday through Friday. However, the establishment of work schedules is vested solely  
28 within the purview of the County and may be changed from time to time with 2 weeks notice to the



1 employee.

2       **11.2 Overtime Payment:** Employees covered by this bargaining unit who are employed in a  
3 bona fide executive, administrative or professional capacity and are in turn exempt from overtime  
4 payments under the Federal Fair Labor Standards Act are expected to work the hours necessary to  
5 satisfactorily perform their jobs. These employees are not eligible for overtime payments.

6       **11.2.1** FLSA non-exempt employees shall be paid at an overtime rate of one and one half  
7 times their regular rate of pay for all hours worked in excess of their regularly scheduled work day or  
8 work week. Unworked hours in a paid status (e.g., vacation, sick leave) shall be counted toward the  
9 overtime eligibility threshold.

10       **11.2.2** All overtime shall be authorized in advance by the division manager/designee in  
11 writing, except in emergencies.

12       **11.3 Alternative Work Schedules:** A full-time employee may request, a four (4) day, forty  
13 (40) hour work week, a nine (9) day, eighty (80) hour bi-weekly work schedule, or other alternative  
14 schedule in order to support the County Commute Trip Reduction program. Employees will submit  
15 written requests for alternative work schedule approval to the Section Manager/designee. Requests  
16 will be evaluated and approved or denied relative to the business needs of the organization, and must  
17 be reviewed at least annually. In administering any such alternative work schedule, the following  
18 working conditions shall prevail:

19           **A.** Employee participation shall be on a voluntary basis unless the Section Manager  
20 determines that an alternative schedule is essential to the business needs of the organization. The  
21 establishment of and approval for alternative work schedules is vested solely within the purview of  
22 the County and may be changed from time to time. Such changes will normally require at least two  
23 (2) weeks notice to the employee.

24           **B.** If a holiday designated pursuant to Section 7.1 falls on a Saturday or on a Friday  
25 that is the normal day off, then the holiday will be taken on the last normal workday. If a designated  
26 holiday falls on a Monday that is the normal day off or on a Sunday, then the holiday will be taken on  
27 the next normal workday. This schedule will be followed unless the employee and his or her  
28 supervisor determine that some other day will be taken for the holiday; provided, however, that in

1 such case the holiday time must be used no later than the end of the following pay period.

2 C. If multiple employees in a work group desire an alternative work schedule with the  
3 same days off, the County may, upon written notice to TEA, subject requests for alternative schedules  
4 to a bidding process, with priority given to employees in order of decreasing seniority.

5 D. Employees who currently work on an alternative work schedule shall be permitted  
6 to retain that work schedule, subject to the management approval requirements in Section A.

7 **11.4 Compensatory Time:** An overtime eligible employee may request, and with approval of  
8 the manager/designee, may receive compensatory time off in lieu of overtime pay. Such time shall be  
9 earned at the rate of one and one-half (1.5X) hours for each hour worked.

10 **11.5 Emergency Call Back:**

11 An FLSA non-exempt employee covered by this Agreement who is called to duty after  
12 completion of his or her regular shift or work week shall be granted a minimum of four (4) hours pay  
13 at the applicable overtime rates.

14 An Emergency Call Back shall be defined as a circumstance where an employee has left the  
15 work premises at the completion of his or her regular work shift and is required to report to duty prior  
16 to the start of his or her next regularly scheduled work shift. An employee who is called back to  
17 report to work before the commencement of his or her regular work shift shall be compensated in  
18 accordance with the Emergency Call Back provisions of this Collective Bargaining Agreement.

19 **11.6 Telecommuting:** TEA and the County mutually recognize the importance of regularly  
20 reporting to the assigned work site for the purposes of accomplishing work, however, consistent with  
21 past practice, an employee may occasionally request, and a supervisor may occasionally approve, an  
22 alternative telecommuting work schedule for a limited period of time for the purpose of  
23 accommodating and balancing the individual needs of an employee and the business needs of the  
24 organization. Additionally, employees are covered by the King County Telecommuting Policy (PER-  
25 18.4 (AEP), and any amendments thereto.

26 **11.7 Home Free Guarantee:** The County will operate a program to provide employees with  
27 a free ride home by taxi, if on a given day the employee has commuted to work by bus, carpool,  
28 vanpool, bike or walking on the day of the trip and has an emergency or works unanticipated overtime

1 that day which requires the employee to leave work at other than the employee's regularly scheduled  
2 quit time. Determination of what constitutes a qualified emergency will be made at each worksite by  
3 the employee designated by the County. Employees can exercise their home free guarantee a  
4 maximum of eight (8) times per calendar year.

5 **ARTICLE 12: REDUCTION IN FORCE**

6 **12.1 Order of layoff:** In the event of a reduction in force due to lack of work, lack of funds  
7 or considerations of efficiency, the order of layoff will be determined by classification on the basis of  
8 seniority. Where two or more regular employees within a classification are of equal seniority,  
9 bargaining unit seniority shall determine the order of layoff between those employees. If the  
10 employees are still tied after consideration of bargaining unit seniority, total County service shall  
11 break the tie. If the employees are still tied, the County shall break the tie by considering merit.

12 **12.2 Seniority Calculation:** Seniority shall be the total time spent in a particular  
13 classification. Part-time employees shall receive full credit. For instance, a 3/4 time employee who  
14 works for 1 year in a classification shall have one (1) full year seniority in that position. If an  
15 employee is bumped to a lower level classification in a classification series, the employee's seniority  
16 shall be all of the time spent in the lower level classification combined with any time spent in higher  
17 level classifications in the same class series.

18 **12.3 Classification Series:** The classification series shall be as follows:

- 19 1. Transit Engineers
- 20 2. Transit Designers
- 21 3. Transit Construction Management
- 22 4. Transit Project Control Engineer
- 23 5. Project/Program Manager
- 24 6. Administrative Specialist
- 25 7. Administrator
- 26 8. Business and Finance Officer
- 27 9. Real Property Agent
- 28 10. Transit Environmental Planner
11. Database Administrator

If additional classifications are added to the bargaining unit, the parties will negotiate the

1 impact on this list of classification series.

2       **12.4** Employees may only bump into lower level classifications within the same classification  
3 series or into another classification in the bargaining unit in which he or she obtained regular status.

4       **12.5 Example:**

5               1. Employer decides to layoff an Engineer III.

6               2. There are 3 Engineer IIIs. One with 2 years as an Engineer III, one with 4 years,  
7 one with 6 years.

8               3. The Engineer III with 2 years will be laid off.

9               4. The laid off Engineer III may try to bump into a lower classification in the series or  
10 into another classification in the bargaining unit in which he or she obtained regular status. If the  
11 Engineer III had 2 prior years as an Engineer II, the Engineer III has 4 years for purpose of bumping  
12 into the Engineer II classification.

13       **12.6 Qualifications:** No employee may bump another employee in a classification unless the  
14 bumping employee meets the essential qualifications for the classification and the specific  
15 qualifications for the position to which he/she intends to bump.

16       **12.7 Re-call Rights:** A regular employee who is laid off will have recall rights to his/her  
17 previous position for two (2) years from the date of layoff. An employee retains his/her recall rights  
18 if he/she accepts a lesser position with the County. An employee who is laid off shall forfeit his/her  
19 recall rights if he/she refuses a recall.

20       **12.8 Notice of Recall:** A regular employee will have ten (10) days from the date the notice of  
21 recall is sent by certified mail in which to notify the County of whether he/she will accept the  
22 position. The County will consider the employee's failure to notify the County within ten (10) days a  
23 refusal; however, if the County determines that there are warranting circumstances, it may accept a  
24 late notice from an employee. Notices will be in writing. It is the employee's responsibility to keep  
25 the County informed of his/her current address.

26       **12.9 Reinstatement:** A regular employee recalled within two (2) years from the time of  
27 layoff will have any forfeited sick leave accruals and seniority restored and adjusted for the period of  
28 layoff, and vacation leave accrual rate restored.

1 **ARTICLE 13: NON-DISCRIMINATION**

2 The County shall not unlawfully discriminate against any employee with respect to  
3 compensation, terms, conditions or privileges of employment because of race, color, creed, religion,  
4 national origin, age, sex, sexual orientation, TEA activities, marital status, physical, mental or sensory  
5 disability.

6 **ARTICLE 14: WORK STOPPAGES AND EMPLOYER PROTECTION**

7 **14.1 No Work Stoppages:** The County and the Association agree that the public interest  
8 requires efficient and uninterrupted performance of County services and to this end pledge their best  
9 efforts to avoid or eliminate any conduct contrary to this objective. Specifically, the Association shall  
10 not cause or condone any work stoppage, including any strike, slowdown, or refusal to perform any  
11 customarily assigned duties, sick leave absence which is not bona fide, or other interference with  
12 County functions by employees under this Agreement and, should same occur, the Association agrees  
13 to take appropriate steps to end such interference. Any concerted action by employees shall be  
14 deemed a work stoppage if any of the above activities occurs.

15 **14.2 Association's Responsibilities:** Upon notification in writing by the County to the  
16 Association that any of its members are engaged in work stoppage, the Association shall immediately,  
17 in writing, order such members to immediately cease engaging in such work stoppage and provide the  
18 County with a copy of such order. In addition, if requested by the County, a responsible official of  
19 the Association shall publicly order such employees to cease engaging in such a work stoppage.

20 **ARTICLE 15: MEDICAL, DENTAL AND LIFE PLAN**

21 Effective as soon as practicable, the County will provide medical, dental and life insurance  
22 plans for all benefit eligible employees in accordance with those plans currently in effect as of  
23 January 1, 2013. This will include the current KingCare and Group Health medical plans as it applies  
24 to all other county employees with the exception of the King County Police Officers Guild.

25 **ARTICLE 16: SAVINGS CLAUSE**

26 Should any part hereof or any provision in this Agreement be rendered or declared invalid by  
27 reason of any existing or subsequently enacted legislation or by any decree of a court of competent  
28 jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the

1 remaining portions hereof; provided, however, upon such invalidation the parties agree to meet within  
2 thirty (30) calendar days and negotiate such parts or provisions affected. The remaining parts or  
3 provisions of this Agreement shall remain in full force and effect.

4 **ARTICLE 17: WAGE RATES**

5 17.1 Wage rates under this Agreement shall be retroactive to January 1, 2014. The 2014  
6 salaries for employees in the bargaining unit are set forth in Addendum A of this agreement.

7 17.2 **2014 Wage Rates: 2014 COLA:** Effective January 1, 2014, employees shall be eligible  
8 to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area  
9 Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous  
10 year to June of the current year). Zero floor and no ceiling, which amounts to 1.67%.

11 17.3 **Step Increase and Merit Pay:** Upon satisfactory completion of a six (6) month  
12 probationary period, regular employees shall be advanced to Step 2, if the rate currently held is  
13 Step 1. A one-step increase for completion of probation for regular employees at Step 2 or above is  
14 permissive, and may be given at the discretion of the appointing authority.

15 Every employee who received at least a satisfactory year-end evaluation and who is not at the  
16 top of his or her schedule will advance the equivalent of one step as per existing practice on January 1  
17 of the following year. An employee at the top of his or her schedule shall be eligible for merit  
18 increases according to the existing practice.

19 **ARTICLE 18: EMPLOYEE RIGHTS**

20 18.1 **Review of Personnel Files:**

21 The only personnel files will be the Department personnel file and the Section personnel file.  
22 Additionally, supervisors may keep a "working file" which may be used for the purpose of  
23 developing an annual evaluation. Such materials will be purged from this working file when the  
24 evaluation is finalized. Notes taken for such purpose may be added to the personnel file.

25 A copy of material placed into an employee's personnel file(s) shall be provided to the  
26 employee at the time of its placement in the file.

27 Upon request, an Employee can schedule an appointment to review his/her personnel files.  
28 An Employee may authorize his/her Association representative to obtain a copy of his/her personnel

1 files. An Employee may also review and copy, upon request, any files to which s/he has a legal right  
2 to access. Employees who challenge material included in their personnel files are permitted to insert  
3 material relating to the challenge.

4 **18.2 Association Representation:** An Employee, at his/her request has the right to  
5 Association representation at any meeting which s/he reasonably believes may leave to disciplinary  
6 action against the Employee. If the employee requests TEA representation in such a matter, the  
7 Employee will be provided reasonable time to arrange for TEA representation. The parties  
8 acknowledge that in certain instances a reasonable time may be as little as that same day.

9 **18.3 Release Time and Facilities Access:**

10 **18.3.1 Workplace Access:** An employee authorized by TEA to serve as its representative  
11 may visit the work location of other employees at reasonable times for purpose of administering the  
12 terms of this Agreement. TEA shall regularly submit a list of its designated representatives to the  
13 Manager of Design and Construction. If the TEA representative is making a worksite visit during his  
14 or her regular work hours, s/he will obtain agreement from his/her supervisor. Before visiting the  
15 work location, the TEA representative must contact the supervisor or manager of that location to  
16 ensure that the worksite visit will not unduly interfere with normal operations at the worksite.

17 **18.3.2 Release Time:** When it is necessary during a TEA representative's work hours for that  
18 TEA representative to participate in County meetings (i.e. investigatory interviews, Labor-  
19 management meetings, negotiations, or grievance hearings) the TEA representative shall be on paid  
20 time. In no instance shall the release of the TEA representative for this purpose interfere with County  
21 operations. Release time shall be permitted for contract negotiations for a total of three (3) employees  
22 unless the parties agree to permit more. Other representation activities (i.e. preparation for collective  
23 bargaining, preparation for grievance hearings or arbitrations, advice on completing forms or reports  
24 requested by the County, etc.) by TEA representatives must be conducted outside of regular work  
25 hours.

26 **18.3.3 Bulletin Boards:** The County will permit the Association to post or distribute, in the  
27 Employees work locations announcement of meetings, elections of officers, and other Association  
28 materials, provide there is sufficient space beyond what is required by the County for normal

1 operations. Only recognized officers, stewards and authorized representatives of the TEA will be  
2 entitled to post TEA materials.

3 **18.3.4 Email, photocopies, and faxes:** The County recognizes that certain minimal use by  
4 the Association of County equipment and facilities is consistent with County business needs.  
5 Employees who are designated by TEA as representatives may make limited use of County  
6 telephones, fax machines, copies and similar equipment for the use of contract administration. Use of  
7 phones or fax machines shall not be for long distance calls. In addition, such employee  
8 representatives may use the County electronic mail system for communications relating to contract  
9 administration. Any use of county equipment or facilities must be use which is brief in duration and  
10 accumulation, and which does not interfere with or impair the conduct of official County business.  
11 The contours of this right are meant to parallel the County policy as regards the use of county  
12 telephones for personal calls. The Association understands that any communication sent on County  
13 equipment may be monitored by the County to the extent permitted by law. Any communication  
14 must adhere to any and all County policies relating to proper communication in the workplace.

15 **ARTICLE 19: CONTRACTING OUT**

16 **19.1** The County agrees not to contract out the work typically performed by TEA members to  
17 outside employers if such contracting out would result in a reduction in force of Association  
18 employees in regular full-time positions.

19 **19.2** The County agrees not to utilize the services of a consulting firm for the purpose of  
20 providing consultants to perform work traditionally and historically conducted by TEA bargaining  
21 unit members, unless the consultants' work is limited to specific project-specific or work order  
22 contracts, or used to augment the workforce on a short-term, temporary basis. This provision does  
23 not preclude the County from hiring contract workers or consultants to augment work performed by  
24 the bargaining unit in a manner that is consistent with the past practice of Design & Construction.

25 **19.3** The County agrees that it will not utilize individuals employed by consulting firms in  
26 situations where the individuals are placed under the principal supervision of a County employee who  
27 has authority to direct and assign their work.

28 **19.4** The County agrees that work performed by consultants will be limited to providing the



1 specific work product or service set forth within the terms of the consultant contracts.

2           **19.5** If, in order to adhere to County policies and procedures or state, local, and federal grant  
3 conditions for a specific project, the County is required to contract all or part of the work to be  
4 performed due to the limitations imposed by the funding agreement, such contracting, which shall be  
5 limited as to what is required in each agreement, shall not be considered a violation of this Article;  
6 provided that such contracting complies with Article 19.1.

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1 **ARTICLE 20: BUS PASSES**

2           **20.1** Employees eligible for leave and insured benefits and eligible retirees as defined in this  
3 section shall be issued a transit bus pass entitling the holder to ride without payment of fare on public  
4 transportation services operated by or under the authority of the County. In addition, such employees  
5 shall be entitled to use the transit bus pass to ride without payment of fare on public transportation  
6 services operated by or under the authority of Pierce Transit, Kitsap Transit and Community Transit,  
7 subject to agreements with such agencies as may be entered into by the executive. Use of transit bus  
8 passes shall be restricted to such employees and retirees, and any unauthorized use shall, at a  
9 minimum, result in forfeiture of the passes. Employees not eligible for leave and insured benefits  
10 under this chapter shall not receive transit passes or any transit bus pass subsidy.

11           **20.2** For purposes of this section, “eligible retiree” means an employee eligible for leave and  
12 insured benefits under this chapter who (1) separates from employment with the County while  
13 holding a position determined by the director of the Department of Transportation to be dedicated  
14 exclusively to the public transportation function, and (2) on the date of said separation is eligible to  
15 receive benefits from a retirement system established pursuant to state law.

16           **20.3 Automobile Reimbursement:** No employee shall be required as a condition of  
17 employment to provide a personal automobile for use on County business. Any use of a personal  
18 automobile for County business shall be mutually agreed to by the County and the employee and shall  
19 be reimbursed at the rate established by the Internal Revenue Service.

20 **ARTICLE 21: WORK-OUT-OF-CLASSIFICATION**

21           **21.1 General:** Employees are to be properly paid for their assigned body of work, except in  
22 the case of incidental assignment as described below. No employee may assume the duties of a  
23 higher paid position without formal assignment, except in a bona fide emergency. Employees are not  
24 entitled to classification changes or compensation for work that is not assigned.

25           **21.2 Incidental Assignment:** Nothing in this article shall limit management from assigning  
26 an employee incidental work outside of the employee’s current classification; such incidental work  
27 assignment shall not constitute the basis for an out-of-class assignment.

28           **21.3 Special Duty Assignment:** Employees may be assigned work out of their regular

1 classification on a temporary basis by Special Duty Assignment. Restrictions on the length of the  
2 assignment are governed by County policy and the Personnel Guidelines. If this assigned work is to a  
3 lower classification, the employee will receive his/her normal rate of pay. Compensation for such  
4 special duty assignment shall begin on the day identified in the written assignment.

5 **21.4 Pay on Special Duty:**

6 A. Pay for a special duty assignment shall be to the bottom of the pay range of the  
7 existing higher-level job classification or to a pay step in the existing higher classification that  
8 provides the step equivalent of approximately 5 percent increase over the employee's current rate of  
9 pay, whichever is greater.

10 B. Special duty compensation may not exceed the top step of the new range unless the  
11 employee was receiving above top of range merit pay. In those instances, the pay may exceed the  
12 maximum of the new pay range by no more than five percent and shall continue only as long as the  
13 merit pay would have remained in effect.

14 C. When the special duty assignment is completed, the employee's pay shall revert to  
15 the pay rate the employee would have received if the employee had not been assigned to special duty.

16 D. Special duty pay shall not be considered part of an employee's base pay rate for  
17 purposes of placement within a pay range as a result of promotion or reclassification.

18 **21.5 Accretion and other work-out-of classification:** Incidental assignments can have the  
19 cumulative effect of creating out-of-classification work by accretion when assigned work out of the  
20 employee's current classification becomes the preponderance of the work performed by the employee.  
21 Reorganization, changes in job content or council actions may likewise cause the duties of a position  
22 to change, or a position may be otherwise incorrectly classified. Under these circumstances,  
23 employees may request the Human Resources Director (or designee) to review their job duties to  
24 determine if the duties and responsibilities performed by the employee are more accurately described  
25 in another, more appropriate, job classification.

26 **A. County Classification Review Procedure.** Employees will submit their request  
27 for reclassification by completing a Position Description Questionnaire and forwarding it to the  
28 applicable Human Resources Service Delivery Manager (SDM), who will forward it to the supervisor

1 for review and comment. After the supervisor has reviewed and commented upon the PDQ, the PDQ  
2 will be returned to the employee for review and comment, and then submitted to the section manager  
3 and the division director before being returned to the applicable SDM for finalization. Once the PDQ  
4 has been finalized, it will be delivered to King County Human Resources Division for a classification  
5 analyst to review the request according to their policies and procedures and notify the employee of  
6 their findings when the review is completed.

7 **B. Effective Date.** The effective date of reclassification under this article will be the  
8 date the employee submits the PDQ to applicable SDM after review and comment by the supervisor,  
9 or 30 days from the initial submission of a fully completed PDQ to applicable SDM, whichever is less  
10 (incomplete PDQ's will not be considered as received if the applicable HR analyst returns the PDQ to  
11 the employee for further completion).

12 **C. Classification and Compensation.** Classification and compensation shall be in  
13 accordance with this Agreement. If a reclassification results in assignment to a higher paid  
14 classification, then the employee shall receive at least the bottom of the new pay range or the step  
15 equivalent of approximately 5 percent above the employee's current rate of pay, whichever is highest.

16 **D. Appeal.** The County and the Association agree that disputes relating to the  
17 classification of a position will be submitted to the Division Director/designee of Human Resources  
18 Department of Executive Services for reconsideration. If the Association disagrees with the Division  
19 Director's/designee's decision it may, within thirty (30) days, submit the issue to a neutral third party.  
20 The neutral party will be selected in accordance with the grievance procedure in this Agreement. The  
21 decision of the neutral party shall be binding upon all parties. The classification issue (other than  
22 jurisdictional and pay-related) shall be presented to the neutral party and will not be subject to the  
23 King County Personnel Board or binding arbitration.

24 **ARTICLE 22: SAFETY AND STANDARDS**

25 The County and its employees value a safe working environment and recognize their mutual  
26 obligation to maintain safety standards. The County shall adopt and enforce a program in accordance  
27 with applicable state and federal laws and regulations. The County may create and enforce safety  
28 standards above those required by law, provided that nothing in this Article waives TEA's rights to

1 collectively bargain. The County shall supply and maintain safety-related items and equipment as  
2 required by law or Department or Division policy or directive.

3 **ARTICLE 23: PROMOTIONS**

4 The County and the Association agree to develop and maintain a promotional system that will  
5 allow employees to be promoted to job classifications in the bargaining unit depending on their  
6 demonstrated skills, knowledge, and the availability of higher level work and funding. The benefits  
7 to the employees and the organization include the following:

- 8 ● Increases efficiency and effectiveness by retaining trained and qualified employees
- 9 ● Promotes a productive, high quality work environment
- 10 ● Provides employees with career growth opportunities within the Design and

11 Construction Section

- 12 ● Enhances employee morale

13 The County and the Association have the following shared interests for filling vacancies of  
14 positions represented by the Association:

- 15 ● Hiring the most qualified candidate to fill the position
- 16 ● A quick and fair process
- 17 ● Promoting from within

18 Management will determine staffing requirements based on an analysis of the business needs.  
19 When new staffing positions are created or vacant positions are to be filled, it will be advertised to the  
20 bargaining unit members. Members shall complete and submit all requested application materials by  
21 the required application deadline.

22 Vacancies may be advertised simultaneously to the Association and outside the Association in  
23 the interest of efficiency. Application materials will be reviewed to identify those bargaining unit  
24 candidates who meet the minimum qualifications of the positions based on the “qualifications” and  
25 “special necessary requirements” listed on the job bulletin. The highly qualified candidates are those  
26 who meet the “highly desirable” and/or “desirable” qualifications listed on the job bulletin. If there  
27 are at least three (3) highly qualified internal applicants, management will interview a minimum of  
28 three (3) highly qualified candidates before considering outside candidates. One of these highly

1 qualified candidates will be selected for the job. If there are fewer than three (3) highly qualified  
2 Association candidates, management may also consider the outside candidates. The most qualified  
3 candidate will be selected. Management's decision on who is the most qualified applicant is solely  
4 within its discretion and is not grievable under this Agreement.

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1 **ARTICLE 24: DURATION**

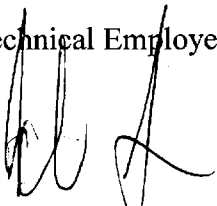
2 This Agreement shall become effective upon the conclusion of the approval process by King  
3 County and cover the period January 1, 2014 through December 31, 2014.

4 Either party may initiate negotiations upon written notice to the other within one hundred  
5 eighty (180) days of the expiration of this Agreement or at a mutually agreed time.

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8 APPROVED this 25<sup>th</sup> day of April ~~March~~, 2014.

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11  
12 By:   
13 King County Executive

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17 Technical Employees' Association:

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20 Ade Franklin, President