

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

Subject: Rail Outsourcing Agreement for the 2023-2025 CBA

Background:

1. Currently, King County Metro is struggling to fill vacant positions of Rail Electrical Workers and related trades to support the existing Link Light Rail operations, due to shortages in the labor market for skilled craft and trade workers.
2. During the term of the new Collective Bargaining Agreement term, Link Light Rail will expand operations to Lynnwood, Federal Way, and the East Side.
3. It is the Parties' sincere hope that the wage increases in the new January 1, 2023, to December 31, 2025, contract will draw a sufficient amount of new employees to meet the expanded Rail operations hiring needs.
4. The Parties are fully committed to supporting Link Light Rail and acknowledge that the public is best served with a fully staffed, reliable and trained workforce that can sustain Link Light Rail service for decades to come.
5. To this end, the Parties recognize the possibility that King County will continue to struggle with its recruiting needs at Link Light Rail. To ensure the timely opening of the Lynnwood, Federal Way, and East Side Link Light Rail lines, the Parties enter into the following agreement:

Agreement:

1. The Union agrees to allow King County to enter into temporary outsource agreements of bargaining unit work in Rail. This one-time non-precedent setting outsourcing agreement expires December 31, 2025, and will not alter IBEW L.77's work jurisdiction.
2. All efforts will be made by Rail not to utilize outsourcing. However, in the event bargaining unit work cannot be completed, Rail has the authorization to use a 3rd party vendor to do the work. The selection of the contractor shall be at King County's sole discretion, but it shall select a contractor that employs an IBEW L.77-represented workforce, if such contractor is available. This Memorandum of Agreement is enforceable through the grievance and arbitration provisions of the Collective Bargaining Agreement.
3. The Parties also acknowledge that King County continues to have the ability to contract out emergency work and work that is outside the normal and historic work of the bargaining unit.

4. The terms of this MOA shall be effective when signed by authorized representatives of the parties, following each party's full ratification process of the Collective Bargaining Agreement.

For International Brotherhood of Electrical Workers,
Local 77:

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Jonathan Finch
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11/30/2023

Jonathan Finch
Business Representative

Date

For King County:

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11/30/2023

David S. Levin
Labor Relations Negotiator - Senior
Office of Labor Relations
King County Executive Office

Date