

**Memorandum of Agreement – King County Total Compensation 2019-2020
for Appendix 47 of the Master Labor Agreement
Service Employees International Union, Local 925
Department of Natural Resources & Parks - Parks & Recreation
[010]**

Subject: Total Compensation Coalition Small Table Terms

This Agreement (Agreement) is entered into by and between King County (the County) and the Service Employees International Union, Local 925 (the Union).

RECITALS

1. The County and the Union have bargained in good faith on other financial related terms during small table bargaining as part of the Total Compensation Coalition bargaining for the term of January 1, 2019 through December 31, 2020. The parties have reached agreement on terms that will be rolled into the Appendix in the next round of MLA bargaining.

AGREEMENTS

1. The County and the Union agree that the below edited Appendix language represents the entire agreement of the parties for the period of January 1, 2019 through December 31, 2020.
2. This County and the Union further agree that these language changes will be added to the Appendix during MLA bargaining for the period of January 1, 2021 forward.

Appendix Language Changes effective January 1, 2019:

ARTICLE 2: DEFINITIONS

2.1. Employee Categories.

E. Seasonal Employee. A temporary employee in a position (for) which:

1. Is not a position established in the County budget as an authorized FTE or career service;
2. Will require less than one thousand forty (1040) hours in a calendar year; and
3. ~~The need exists at regular, predictable intervals during the year.~~ These employees are not eligible for vacation leave, sick leave ~~except as required by law~~, holiday pay or other paid leaves, medical, dental or other insurance benefits. They are eligible for sick leave at the rate of 0.025 hours for each hour in paid status, participation in the Employee Assistance Program, the PERS as provided by state law, and any other program available to non-benefited employees.

2.3. Regular or Temporary Employment

D. The County shall not impose artificial limitations on Short Term Temporary Employees solely to prevent exceeding threshold hours (960/1040) in a rolling 12-month period.

ARTICLE 7: SICK LEAVE

7.2. Administration. Division management is responsible for the proper administration of sick leave benefits in compliance with the MLA and Washington Administrative Code 296-128-600. ~~Verification from a licensed health care provider may be required to substantiate the health condition of the employee or family member for leave requests. In cases where management has documentation to support a history of excessive or patterned absenteeism, an employee may be put on written notice by the Section Manager, that for a period not to exceed six (6) months, requests for compensation under Article 7 Sick Leave must be accompanied by proof of need. This section will be utilized in a consistent manner for similarly situated bargaining unit employees throughout the Division.~~

ARTICLE 12: MISCELLANEOUS

12.5. Protective Clothing.

A. The County will continue to provide protective clothing, rubber boots and hip waders, and accessories in accordance with current bargaining unit practice. For benefited employees required to wear appropriate safety footwear the County will reimburse up to a total of one hundred and ~~twenty-five~~ fifty (~~\$125~~) (\$150) dollars, per calendar year, per employee, in accordance with the Parks Division's policies and procedures, which is understood to include the use of the P-Card system. It is understood by the parties that rubber boots and waders are not a substitute for appropriate safety footwear.

B. The King County Parks Division does not currently require employees to wear safety footwear that meets ANSI standards. In the event that changes, and identified employees and/or job classifications are expressly required by Parks to wear ANSI standard footwear, MLA Article 32 will apply to those specific employees and/or classifications who are covered by this requirement. No employee will receive both the MLA Article 32 ANSI boot allowance and the Appendix non ANSI boot allowance, provided above in 12.5.

C. Upon completion of every 1800 hours of actual work (not including sick time) of seasonal employment, Seasonal Employees (STT's) shall be eligible for the boot allowance provided above in 12.5 A. Calculation of hours for eligibility for the boot allowance shall begin with the 2017 season and be applied following the effective date of this Appendix on 01/01/2019.

ARTICLE 19: WORK OUTSIDE OF CLASSIFICATION

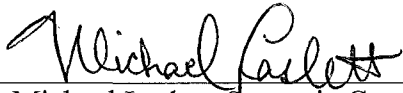
19.6. Arborist Duties. When a Parks Specialist II is assigned to work as a certified arborist, he/she will be paid at the ~~Parks District Maintenance Coordinator~~ Arborist rate of pay for all time doing such work.

ADDENDUM A SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 925 AND KING COUNTY

Job Class Code	PeopleSoft Job Class Code	Class Title	Range
9205100	921301	Arborist	47
9101100	912104	Custodian	30 **
9101102	912105	Custodian - Floor Care	31
9101300	912305	Custodian - Lead	34*
2211100	221502	Inventory Purchasing Specialist I	42
2211200	221603	Inventory Purchasing Specialist II	46
2211300	221702	Inventory Purchasing Specialist III	49
8502100	853101	Operating Engineer I	45 47
8502200	853302	Operating Engineer II	50 52
8502300	853402	Operating Engineer III	54 56
9204100	925101	Park Aide	23
9328100	932802	Parking Attendant	31
9412100	941202	Parking Specialist	42

Job Class Code	PeopleSoft Job Class Code	Class Title	Range
9201100	922102	Parks Specialist I	35
9201200	922202	Parks Specialist II	43
9201400	922402	Parks District Maintenance Coordinator	54
9201500	922501	Parks Specialist - Lead	46
9441100	944202	Playground Specialist	45
All salary ranges are the King County Squared Table Salary Schedule.			
Truncated Steps: 2, 4, 6, 8, 10			
*Pursuant to Personnel Board Decision PB-114, Mediation decision of classification Appeal on behalf of Irene Chaney (10/22/09), and Memorandum of Agreement (010&012VR0109), as long as Ms. Chaney is employed in the "Custodian - Lead" position at the King County Aquatic Center, her salary wage will be Range 37 on the County's Squared Salary table. (Job Class Code: 9101310 / PeopleSoft Job Class Code: 912303)			
<u>** The Parks Division and Division HR shall submit a reclassification for Parks Custodians no later than sixty (60) days after both parties have completed their ratification process, with retroactivity back to January 1, 2019.</u>			

For Service Employees International Union, Local 925:



Michael Laslett, Strategic Campaigns Director

For King County:



Janet Parks, Labor Relations Manager