

**MEMORANDUM OF AGREEMENT ("MOA")
BY AND BETWEEN
KING COUNTY
("COUNTY")
AND
THE INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS, LOCAL 77 ("UNION")**

Subject: Wage Reopener

Background:

1. The parties have engaged in negotiations and reached agreement on a new Collective Bargaining Agreement ("CBA") that covers the period of January 1, 2011, through December 31, 2014.
2. The parties were unable to reach agreement regarding the inclusion of wage reopener language in the CBA.
3. The parties have a mutual desire to settle the CBA and conclude negotiations in a collaborative manner. Therefore, In order to avoid the additional time, expense and uncertainty involved in further negotiations, the parties desire to settle this matter on the following terms and conditions.

Agreement:

1. The parties agree when significant shifts in economic and fiscal conditions occur during the term of the CBA to reopen negotiations for COLA when triggered by either an increase in the King County unemployment rate of more than 2 percentage points compared with the previous year or a decline of more than 7%, in County retail sales as determined by comparing current year to previous year. Data will be derived from Washington State Department of Revenue. By no later than July 30th of each year of this agreement, the County will assess whether the economic measurements listed above trigger contract reopeners on COLA for the subsequent year and so notify the union.
2. This MOA will stay in effect until the expiration of the CBA.

APPROVED this 30 day of MAY, 2012.

By: Don Constantine
Dow Constantine
King County Executive

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, LOCAL 77

Don Guillot
Don Guillot
Business Manager/Financial Secretary