

**Memorandum of Agreement – King County Total Compensation 2019-2020
for Appendix 15 of the Master Labor Agreement
Joint Crafts Council, Construction Crafts
[350]**

Subject: Total Compensation Coalition Small Table Terms

This Agreement (Agreement) is entered into by and between King County (the County) and the Joint Crafts Council (JCC or the Unions).

RECITALS

1. The County and the Unions 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 Unions agree that the attached document with 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 Unions further agree that these language changes will be added in to the appendix during MLA bargaining for the period of January 1, 2021 forward subject to any limitations below.

Appendix Language Changes effective January 1, 2019:

APPENDIX D - International Brotherhood of Electrical Workers Local 46

D.5 Tools and Protective Clothing –The County will provide all tools and protective clothing required to perform the assigned work. Upon hire, the Facilities Management Division shall offer each bargaining unit member in that Division at least four (4) work shirts, and four (4) pairs of work pants and shall replace them as needed. Other items may be offered by Management. The parties agree to utilize or convene a special Labor Management Committee in affected Departments as soon as feasible after implementation of this Agreement for the purpose of discussing fire retardant clothing upon request by the Union.

APPENDIX G - UNITEHERE! Local 8

G.4 Wellness Incentive Plan –~~Employees within the bargaining unit who, during a payroll year (as reflected on the December 20th or last paycheck of the year), use less than twenty five (25) hours of sick leave may convert eight (8) hours of unused, accrued sick leave to a vacation day to be used in the following calendar year.~~

G.11 Overtime Calculation – The Parties agree that the overtime calculation described in Article 7.1 of this Agreement shall be calculated consistently with the FLSA, and that any past practices in DAJD regarding calculation of overtime shall be discontinued.

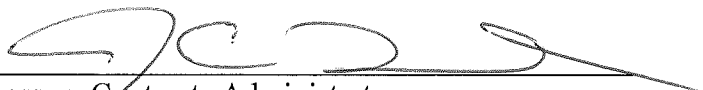
APPENDIX H - International Union of Operating Engineers Local 286


The Parties hereby agree to increase the pay ranges for the Operating Engineer I, Operating Engineer II, Operating Engineer II – Lead, and Operating Engineer III classifications by two ranges, effective January 1, 2019. These changes are reflected in the revised salary table below:

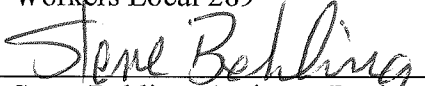
Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range	Steps
8502100	853102	Operating Engineer I	45 <u>47</u>	1-2-3-4-5 *
8502200	853303	Operating Engineer II	50 <u>52</u>	1-2-3-4-5 *
8502400	853602	Operating Engineer II - Lead	53 <u>55</u>	1-2-3-4-5 *
8502300	853401	Operating Engineer III	54 <u>56</u>	1-2-3-4-5 *
* These Steps equate to Steps 2-4-6-8-10 on the King County “Squared” Pay Schedule.				


The County and the International Union of Operating Engineers, Local 286 agree that the language stricken below shall be suspended just for the term of the current Master Labor Agreement. The Parties note that this Agreement is set to expire at the end of 2020 and the Parties intend to engage in good-faith bargaining for a successor collective bargaining agreement, including further discussing this language. The Parties do not intend for the suspension of this language to affect the application of any statutory or regulatory licensure requirements related to the bargaining unit’s work. The County acknowledges that all such legal requirements apply.

“Operating Engineer I, II, II Lead, and III: The parties understand and agree that employees in the Operating Engineer classification series must possess all the qualifications (presently required), including required licenses for journey level assignments (which includes the Grade #3 Steam Engineer and Refrigeration Operating Engineer licenses). ~~Employees hired on or after the effective date of this Agreement who do not possess minimum qualifications for journey level work will be appointed to the Operating Engineer I classification, and will be expected to obtain all journey level qualifications (which include Grade #3 Steam Engineer and Refrigeration Operating Engineer licenses) within twelve (12) months, as a condition of continued employment. The employee will be appointed to the Operating engineer II classification effective the first day of the pay period following the date the employee attains all journey level qualifications for his/her position.”~~

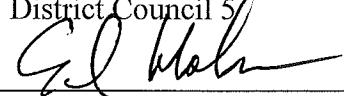
By: 
Jeff Thorson, Contracts Administrator
Pacific Northwest Regional Council of Carpenters

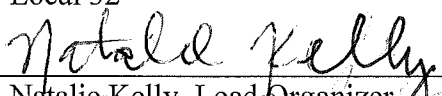
By: 
Bobby Joe Murray, Business Representative
International Association of Machinists and Aerospace
Workers Local 289

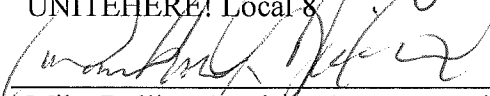
By: 
Steve Behling, Assistant Business Manager
International Brotherhood of Boilermakers, Iron Ship
Builders, Blacksmiths, Forgers and Helpers
Lodge No. 104


By: 
Janet Lewis, Business Representative
International Brotherhood of Electrical Workers
Local 46

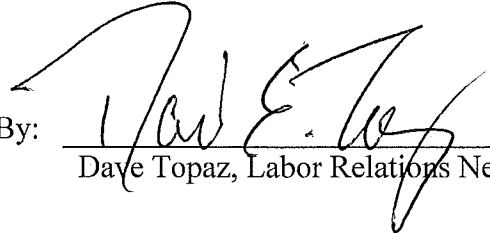
By: _____
Elizabeth Rockett, Field Representative
International Union of Painters and Allied Trades
District Council 5

By: 
Ed Holmes, Plumber Business Agent
United Association of Plumbers and Pipefitters
Local 32

By: 
Natalie Kelly, Lead Organizer
UNITEHERE! Local 8

By: 
Mike Bolling, Business Representative
International Union of Operating Engineers
Local 286

By: 
Bo Jeffers, Business Representative
Laborers' International Union of North America
Local 1239

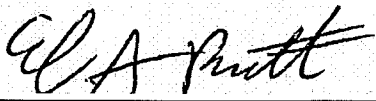
By: 
Dave Topaz, Labor Relations Negotiator-Senior

By: _____
Jeff Thorson, Contracts Administrator
Pacific Northwest Regional Council of Carpenters

By: _____
Bobby Joe Murray, Business Representative
International Association of Machinists and Aerospace
Workers Local 289

By: _____
Steve Behling, Assistant Business Manager
International Brotherhood of Boilermakers, Iron Ship
Builders, Blacksmiths, Forgers and Helpers
Lodge No. 104

By: _____
Janet Lewis, Business Representative
International Brotherhood of Electrical Workers
Local 46

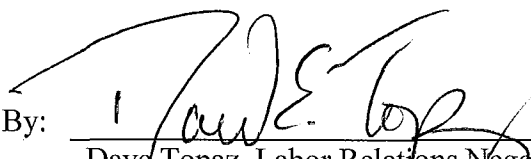
By:  _____
Elizabeth Rockett, Field Representative
International Union of Painters and Allied Trades
District Council 5

By: _____
Ed Holmes, Plumber Business Agent
United Association of Plumbers and Pipefitters
Local 32

By: _____
Natalie Kelly, Lead Organizer
UNITEHERE! Local 8

By: _____
Mike Bolling, Business Representative
International Union of Operating Engineers
Local 286

By: _____
Bo Jeffers, Business Representative
Laborers' International Union of North America
Local 1239

By:  _____
Dave Topaz, Labor Relations Negotiator-Senior