



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Motion 15428

Proposed No. 2019-0265.1

Sponsors Dembowski

1 A MOTION creating a workgroup to review and
2 recommend changes to King County's labor policies.

3 WHEREAS, King County has long enjoyed a positive working relationship
4 between labor and management, and

5 WHEREAS, the council recognizes the county's employees as the county's most
6 valuable asset, and

7 WHEREAS, the King County Charter identifies the council as the labor-policy-
8 making body for the county, and

9 WHEREAS, the charter identifies the executive as the bargaining agent for the
10 county, and

11 WHEREAS, it has been a number of years since the county's labor policies have
12 been comprehensively reviewed and updated, and

13 WHEREAS, the King County council has initiated a number of policies and
14 programs to advance the cause of workers, including, but not limited to:

15 1. In 2014, the council passed Ordinance 17909 that required a living wage to be
16 paid to all county employees and certain county contractors;

17 2. The council has been a strong supporter of labor through the support of a
18 master labor agreement, coalition bargaining and strong support for the outcomes of
19 bargaining efforts;

20 3. In 2015, the council created the economic opportunity and empowerment
21 program that aims to assure diversity in the project workforce for the children and family
22 justice center, facilitate the achievements of the design-build contract's goals for hiring
23 and training minorities, women, veterans, youth and small contracting and suppliers;

24 4. The county, as owner of Harborview Medical Center, included language in the
25 new management contract with the University of Washington medical system that
26 requires the university to maintain a positive working relationship with its employees and
27 to take steps necessary to improve and maintain that relationship between employer and
28 employees;

29 5. In 2016, the council passed Ordinance 18404 creating a paid parental leave
30 program for county employees;

31 6. In 2017, the council passed Ordinance 18372 creating a responsible bidder
32 program whereby firms hoping to win bids on county work have to certify compliance
33 with environmental, worker safety, labor, and human trafficking laws in order to win
34 county contracts;

35 7. In 2017, the council passed Ordinance 18672 creating a priority hire program
36 for King County public works projects;

37 8. The council has been a consistent supporter of maintaining and expanding
38 apprenticeship programs; and

39 9. The council has long supported and lobbied for strong living wage laws that
40 apply to our projects and all public projects and has expanded the use of project labor
41 agreements on major capital projects, and

42 WHEREAS, labor has been a key partner with king county and by the community

43 by:

44 1. Providing the workers necessary to complete public infrastructure projects

45 vital to a successful community;

46 2. Promoting diversity and inclusion in the workforce;

47 3. Training the next generation of workers through apprenticeship and training

48 programs;

49 4. Ensuring that the contracts negotiated are reasonable and allow the county to

50 stay on a firm financial footing;

51 5. Bargaining for employee health coverage that that protects our employees and

52 provides them with a superior level of care, without excessive cost;

53 6. Being a reliable voice representing the current state of the worker in king

54 county; and

55 7. Always fighting for the maintenance of good middle-class jobs;

56 NOW, THEREFORE, BE IT MOVED by the Council of King County:

57 The labor policy workgroup is hereby established. The workgroup shall review
58 the county's labor policies and produce a report by March 3, 2020. The report shall
59 provide recommended updates and changes to existing policies that should be considered
60 by the council. The report shall be submitted to the executive and the clerk of the
61 council, who shall keep the original and submit electronic copies to all councilmembers,
62 the chief of Staff and the chief policy officer.

63 B. The members of the workgroup shall be appointed by the chair of the council
64 in consultation with all councilmembers and the executive, and shall include the
65 following:

- 66 1. No more than three councilmembers;
- 67 2. The executive or designee;
- 68 3. The chief people officer if the chief people officer is not the executive
- 69 designee under section B.2. of this motion;
- 70 4. The director of labor relations; and
- 71 5. At least four and not more than six representatives of organizations

72 representing county workers, such that there is an equal number of work group members
73 representing management and labor.
74

Motion 15428 was introduced on 6/19/2019 and passed by the Metropolitan King County Council on 6/26/2019, by the following vote:

Yes: 7 - Mr. von Reichbauer, Mr. Gossett, Mr. McDermott, Mr. Dembowski, Mr. Upthegrove, Ms. Kohl-Welles and Ms. Balducci
No: 1 - Ms. Lambert
Excused: 1 - Mr. Dunn



KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

A handwritten signature in black ink that reads "Rod Dembowski".

Rod Dembowski, Chair

ATTEST

A handwritten signature in blue ink that reads "Melani Pedroza".

Melani Pedroza, Clerk of the Council

Attachments: None