Attachment C

2012-0040

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

Subject: **Wage reopener and shift picks.**

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 two items in the new CBA. One concerning the wage reopener language and the other concerning shift picks.

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 first sentence of Article 17.14 (A) is hereby suspended and is replaced by the following:

> "Employees with more than six (6) months of service shall select their one (1) year shift preference, by seniority, for each quarter of the shift schedule, provided that the County may, at its discretion, set aside two (2) day shift slots for electricians and one (1) day shift slot for line crew classifications as needed for training and orientation."

2. 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.

3. This MOA will stay in effect until the expiration of the CBA.

APPROVED this 6 day of January, 2011.

By: _____
Dow Constantine, King County Executive

International Brotherhood of Electrical Workers, Local 77:

_____
Don Guillot, Business Manager/Financial Secretary