



King County

**Metropolitan King County Council
General Government and Labor Relations Committee**

Staff Report

Agenda item No: **2**
Ordinance No: **2007-0421**

Date: **August 28, 2007**
Prepared by: **Mike Alvine**

SUBJECT

Proposed Ordinance 2007-0421 would approve and adopt the collective bargaining agreement negotiated by and between King County and the Joint Crafts Council representing employees in six County departments; and establish the effective date of said agreement.

SUMMARY

The proposed ordinance would approve a new three-year collective bargaining agreement (CBA) with the Joint Crafts Council, a group of 10 unions with 550 members, through December 31, 2008.

The Bargaining Unit at a Glance

The approximately 550 employees in the bargaining unit work in the departments of Adult and Juvenile Detention, Executive Services (Facilities Management, and Records, Elections and Licensing Services Divisions), Natural Resources and Parks (Parks and Solid Waste Divisions), Public Health (Environmental Health and Administration Divisions), Transportation (Roads, Airport and Fleet Services Divisions) and Community and Human Services (Mental Health, Chemical Abuse and Dependency Services Division). The proposed new CBA would replace the one which expired on December 31, 2005.

These 10 unions have voluntarily agreed to bargain with the County as a unit. This is beneficial to the County in that it is efficient and aggregates a number of smaller bargaining units. There are individual appendices for each union to address its specific working conditions.

The employees covered by this labor agreement provide a wide range of services in 54 classifications. Broadly speaking, employees are involved in providing general maintenance, construction, security and food services. Some employees are in trade classifications such as electricians, plumbers, carpenters, painters, mechanics and cooks. Other employees work in labor or technical classifications such as utility workers, inventory and purchasing specialists and bridge tenders.

Consistency with Labor Policies

The proposed CBA appears consistent with adopted labor policies.

Interest Arbitration – The units are ineligible.

Performance Evaluations

Evaluation practices vary by department and bargaining unit. Bargaining unit employees in Solid Waste, Adult and Juvenile Detention, Transportation and Parks do not receive evaluations. Employees in the Facilities Management Division receive performance evaluations during their probationary period. Public Health employees who are covered by this contract receive annual performance evaluations as do those in the Department of Community and Human Services.

New CBA Provisions

New Lead Classifications – The CBA creates new lead worker classifications in eight of the bargaining units. Lead classifications include Carpenter, Metal Fabricator, Electrician, Utility Worker, Painter, Plumbing and Mechanical, Operating Engineer and Chemical Dependency Program Screener.

Boot Allowance – The agreement calls for a \$90 per year boot allowance for employees in the Departments of Executive Services, Public Health and Transportation who are required to wear protective or substantial footwear. Approximately 200 employees qualify for this allowance. The agreement also continues from the prior contract a reimbursement program for protective footwear that covers approximately 30 employees in the Solid Waste Division of the Department of Natural Resources and Parks.

Reopener for Apprenticeship Programs – The Plumbers and Pipefitters, Local 32 already has an apprenticeship program in place with King County. As the County's workforce ages, it is becoming more difficult to find qualified employees, particularly in the trades. Six unions (Carpenters, Boilermakers, Painters, Machinists, Electricians, Operating Engineers) may explore the possibility of setting up apprenticeship programs to train the County's future workforce. Their respective appendices include an agreement to reopen negotiations if the County decides to establish an apprenticeship program or participate in an existing one.

Reopener for Classification/Compensation Study – The Human Resources Division plans to conduct studies of the Operating Engineer classification series and the Utility Worker classification. Based on the findings of the studies, negotiations may be opened to bargain titles, levels and pay ranges.

Reopener to participate in a union pension trust – Any signatory union can request to open negotiations regarding participation in a union pension trust. If a majority of the union's

members vote to participate, all must participate. In addition, the parties agree that such participation shall not result in an increase in pay for the employees.

Labor-Management discussions of clothing allowance – Currently a number of divisions purchase uniforms or protective clothing for their employees. In some cases management believes it would be more efficient to provide employees with a clothing allowance and let them buy their own clothes. Three appendices contain an agreement to convene a Labor-Management Committee meeting on this subject.

Pay range increases – The table below shows the classifications that would receive pay range increases of the agreement is approved.

Job Title	Old Range	New Range	Reason for Pay Increase
Heavy Equipment Body Repair Technician	48	50	Market, recruitment problems
Mechanic/Automotive Machinist I-HD	48	50	Market, recruitment problems
Mechanic/Automotive Machinist II-HD	52	54	Market, recruitment problems
Millwright	48	50	Market, recruitment problems
Crew Chief*	51	53	Internal equity
Operating Engineer II	48	50	Market, recruitment problems
Operating Engineer III	52	54	Market, recruitment problems
Election Equipment Technician	34	36	Market, internal equity
* Effective January 1, 2007. A classification appeal settlement agreement provides a pay range increase to Crew Chiefs for the 2006 calendar year.			

Tool allowance increased – The agreement would increase the tool allowance for employees who are represented by Machinists Local 289, from \$300 to \$400 annually. Approximately 40 employees qualify for this allowance.

Paid meal breaks – The UNITEHERE! Local 8 appendix to the agreement specifies that employees working as cooks in the jail will work a standard shift of eight hours *inclusive* of their meal break. Initially management was not favorably disposed to this idea, but a two-month trial run was conducted and both management and staff found it to be a practical solution that may save overtime costs.

Department management report that on reviewing the situation, it was evident that almost on a daily basis at least one of the Cooks was interrupted during a meal break to perform some task, such as to deal with a delivery. These extra minutes created an overtime pay obligation with an

associated administrative burden. Management eventually became persuaded that it would be more efficient to have employees on paid time during their meal period. The pilot project demonstrated that it was feasible, and a paid meal period therefore was incorporated into the agreement.

Payroll deduction for political contributions – The agreement allows individual employees to authorize voluntary deductions for political purposes.

New CBA Clarifications

Free Parking for Security Screeners – The practice for Security Screeners appears to be that the lead worker and one other person (assigned by management) get passes to park in the County garage. In addition, other Security Screeners may get free parking if the Building Services Manager or their designee decide it is in the county's interest to provide parking. Executive staff report that parking is paid for unusual or emergency situations, such as when an employee is called in to work outside the regular hours.

Ongoing Contract Provisions

Notable standard provisions are listed below.

Paid medical premiums while injured – The agreement continues the provision of paying an employees medical premiums when he or she is off work due to and on-the-job injury or illness.

Cost of Living Adjustments (COLA) – The contract provides for the standard COLA of 90 percent of the CPI-W, September to September. There is a floor of two percent as a minimum increase and a ceiling of six percent maximum wage increase.

No Strike Provision – The agreement calls for no strikes or work slowdowns.

Fiscal Note – The cost to implement the CBA is \$1,559,565 for 2006, \$695,613 for 2007 and \$624,031 for 2008. A supplemental appropriation of \$781,847 was considered by the Operating Budget Committee and was passed out without recommendation pending the policy decision on this agreement in the General Government and Labor Relations Committee.

EXPENDITURES FROM:					
Fund Title	Fund Code	Department	2006	2007	2008
CX – Facilities	10	DCFM -450	\$ 59,957.86	\$ 26,932.14	\$ 27,470.79
CX – Records and Elec.	10	REALS -470	\$ 47,999.48	\$ 11,467.44	\$ 11,696.79
Fac Mgmt	5511	DCFM – 602	\$ 455,117.97	\$ 176,836.32	\$ 180,373.04
Parks Levy	1451	Parks – 640	\$ 34,110.29	\$ 15,321.82	\$ 15,628.25
Airport	4290	Airport -710	\$ 54,938.79	\$ 21,130.70	\$ 21,553.31
SW Maint	1040	Solid Waste -715	\$ 2,071.82	\$ 930.63	\$ 949.24
SW Operating	4040	Solid Waste -	\$ 204,468.88	\$ 68,117.53	\$ 69,479.88
Roads	1030	Roads -730	\$ 339,365.62	\$ 237,931.93	\$ 157,196.43
Fleet – Public Works	5570	Fleet – 750	\$ 127,259.34	\$ 35,908.78	\$ 36,626.96
Fleet – Motor Pool	5580	Fleet - 780	\$ 55,113.60	\$ 20,558.93	\$ 20,970.11
DPH	1800	DPH – 800	\$ 75,674.72	\$ 33,991.92	\$ 34,671.75
EMS	1190	EMS – 830	\$ 2,567.42	\$ 1,153.24	\$ 1,176.31
CS - DAJD	10	DAJD – 910	\$ 72,555.09	\$ 32,590.63	\$ 33,242.44
DASAS	1260	Invol. Trtment.-960	\$ 28,364.83	\$ 12,741.04	\$ 12,995.86
TOTAL			\$1,559,565.70	\$695,613.05	\$ 624,031.17

ATTACHMENTS

1. Proposed Ordinance 2007-0421
2. Fiscal Note
3. Transmittal letter, dated August 8, 2007

INVITED

1. Karen Place, Labor Negotiator, Labor Relations, Department of Executive Services
2. Rick Hayes, Acting Manager, Labor Relations, Department of Executive Services
3. Greg Slaughter, Chair, Joint Crafts Council, Teamsters Local 117



KING COUNTY
Signature Report

ATTACHMENT /
1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

August 23, 2007

Ordinance

Proposed No. 2007-0421.1

Sponsors Phillips and Gossett

1 AN ORDINANCE approving and adopting the collective
2 bargaining agreement, one memorandum of understanding
3 and two memoranda of agreement negotiated by and
4 between King County and Joint Crafts Council,
5 Construction Crafts representing employees in the
6 departments of executive services, transportation, natural
7 resources and parks, adult and juvenile detention,
8 community and human services and public health;
9 establishing the effective date of said agreements.

10
11 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

12 SECTION 1. The collective bargaining agreement, one memorandum of
13 understanding and two memoranda of agreement negotiated between King County and
14 Joint Crafts Council, Construction Crafts representing employees in the departments of
15 executive services, transportation, natural resources and parks, adult and juvenile
16 detention, community and human services and public health and attached hereto are
17 hereby approved and adopted by this reference made a part hereof.

18 SECTION 2. Terms and conditions of said agreements shall be effective from
19 January 1, 2006, through and including December 31, 2008.

20

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

ATTEST:

APPROVED this ____ day of _____, _____.

Attachments

A. Agreement by and between King County and Joint Crafts Council (Representing Construction Crafts Employees) January 1, 2006 through December 31, 2008, B. Memorandum of Understanding by and between King County and Joint Crafts Council (Representing Construction Crafts Employees) Subject: Protective or Other Specialized Footwear Reimbursement, C. Memorandum of Agreement by and between King County and Joint Crafts Council - Subject: Boot Allowance, D. Memorandum of Agreement by and between King County and United Association of Plumbers and Pipefitters Local No. 32 Apprenticeship Program



FISCAL NOTE

Ordinance/Motion No.	Collective Bargaining Agreement	
Title:	Joint Crafts Council	
Effective Date:	1/1/2006 – 12/31/2008	
Affected Agency and/or Agencies:	Solid Waste, Roads, Parks, Fleet Admin, DPH, DCHS, REALS, DCFM	
Note Prepared by:	Matthew McCoy, Labor Analyst, HRD, DES	Phone: 205-8004
Department Sign Off:	Ann Berrysmith, Fiscal Services Manager, SWD, DNRP	Phone: 296-4457
Department Sign Off:	Greg Scharrer, Sup of Budget and Info Systems, RDS, DOT	Phone: 296-8746
Department Sign Off:	Dave White, Finance Manager, Parks, DNRP	Phone: 296-4138
Department Sign Off:	Deanne Radke, Assistant Division Director, Fleet, DOT	Phone: 296-6569
Department Sign Off:	Pat Presson, Finance Manager, DAJD	Phone: 296-3410
Department Sign Off:	Mark Leaf, Financial Services Administrator, Public Health	Phone: 296-4810
Department Sign Off:	Nick Carnevali, Finance & Admin Services Mgr, DCFM	Phone: 296-0670
Department Sign Off:	Marty Lindley, Business Director, DCHS	Phone: 296-5212
Note Reviewed by: Supplemental Required? NO <input type="checkbox"/> YES <input type="checkbox"/>	Darcia Thurman, Budget Analyst	Phone: 296-3492
Note Reviewed by: Supplemental Required? NO <input type="checkbox"/> YES <input type="checkbox"/>	Ester Abenojar, Budget Analyst	Phone: 296-3438
Note Reviewed by: Supplemental Required? NO <input type="checkbox"/> YES <input type="checkbox"/>	Greg Shiring, Budget Analyst	Phone: 296-3461
Note Reviewed by: Supplemental Required? NO <input type="checkbox"/> YES <input type="checkbox"/>	Candida Lorenzana, Budget Analyst	Phone: 296-4526
Note Reviewed by: Supplemental Required? NO <input type="checkbox"/> YES <input type="checkbox"/>	Jonathan Larson, Budget Analyst	Phone: 296-4346
Note Reviewed by: Supplemental Required? NO <input type="checkbox"/> YES <input type="checkbox"/>	Krista Camenzind, Budget Analyst	Phone: 205-0629
Note Reviewed by: Supplemental Required? NO <input type="checkbox"/> YES <input type="checkbox"/>	Jo Anne Fox, Budget Analyst	Phone: 296-3431

EXPENDITURES FROM:

Fund Title	Fund Code	Department	2006	2007	2008
CX – Facilities	10	DCFM -450	\$ 59,957.86	\$ 26,932.14	\$ 27,470.79
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TOTAL			\$1,559,565.70	\$695,613.05	\$ 624,031.17

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EXPENDITURE BY CATEGORIES:

Expense Type	Dept Code	Department	2006 Base	2006	2007	2008
Salaries		All	\$ 23,649,446.58	\$1,266,721.43	\$ 562,368.44	\$ 509,570.73
OT			\$ 1,941,906.86	\$ 112,083.01	\$ 52,619.67	\$ 42,132.19
PERS & FICA			\$ 3,355,026.44	\$ 180,761.26	\$ 80,624.94	\$ 72,328.25
TOTAL			\$ 28,946,379.88	\$1,559,565.70	\$ 695,613.05	\$ 624,031.17

ASSUMPTIONS:**Assumptions used in estimating expenditure include:**

1. **Contract Period (s):** 1/1/2006 – 12/31/2008
2. **Wage Adjustments & Effective Dates:**
 - COLA:** 4.66% for 2006, 2.00% for 2007 and 2008.
 - Other:** 2 Range increase for: HD Mechanics, Millwright, Heavy Equip Body Repair Tech., Election Equipment Techs, HVAC engineers, all effective 1/1/2006, Crew Chiefs - effective 1/1/2007.
 - Retro/Lump Sum Payment:** Retro cola and ranges back to 1/1/2006
3. **Other Wage-Related Factors:**
 - Step Increase Movement:** No change
 - PERS/FICA:** 13.11%
 - Overtime:** Per 2006 Actual
4. **Other Cost Factors:** De minimus changes to lead pay and clothing allowance provisions

August 8, 2007

The Honorable Larry Gossett
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember Gossett:

The enclosed ordinance, if approved, will ratify the Joint Crafts Council, Construction Crafts Collective Bargaining Agreement, one Memorandum of Understanding and two Memoranda of Agreement for the period of January 1, 2006 through December 31, 2008. This agreement covers approximately 550 employees in the Departments of Adult and Juvenile Detention, Executive Services (Facilities Management, and Records, Elections and Licensing Services Divisions), Natural Resources and Parks (Parks and Solid Waste Divisions), Public Health (Environmental Health and Administration Divisions), Transportation (Roads, Airport and Fleet Services Divisions) and Community and Human Services (Mental Health, Chemical Abuse and Dependency Services Division).

This is an agreement between the county and the ten labor organizations in the Joint Crafts Council. It consists of a master contract that covers all Joint Crafts Council members, plus 13 Appendices negotiated separately with each Union. Each Appendix includes special provisions applicable only to one bargaining unit, as well as the job titles and pay ranges covered by each Appendix.

Many occupational groups are covered by this Agreement in the skilled trades or support to skilled trades. Their work is essential to the safety and security of the county's physical facilities, and of the workers and citizens who use its buildings, roads, parks, vehicles and equipment.

The majority of changes in the master Agreement are to clarify existing provisions; examples are revisions to the language on pay step advancement, work out of classification, shift and overtime pay, scheduled overtime, holiday premium pay, probation and seniority. New provisions allow for voluntary payroll deductions for union political purposes, for designation

The Honorable Larry Gossett

August 8, 2007

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of an alternate holiday when a holiday falls on a scheduled day off and to open negotiations for participation in a union pension trust.

In eight of the Appendices, a new lead worker classification is established. The new classifications will allow division management to establish the lead as a regular, continuing assignment, rather than a temporary appointment, and to fill lead positions by a competitive application and selection process. Lead classifications include Carpenter, Metal Fabricator, Electrician, Utility Worker, Painter, Plumbing and Mechanical, Operating Engineer and Chemical Dependency Program Screener.

The pay rates for most of the positions covered by the Joint Crafts Council agreement are aligned with the market and in compliance with county compensation policies; for that reason the county offered only a few carefully considered pay increases. The table below lists the limited number of job titles with higher pay ranges in the new Agreement:

Job Title	Old Range	New Range	Appendix	Reason for Pay Increase
Heavy Equipment Body Repair Technician	48	50	B	Market, recruitment problems
Mechanic/Automotive Machinist I-HD	48	50	B	Market, recruitment problems
Mechanic/Automotive Machinist II-HD	52	54	B	Market, recruitment problems
Millwright	48	50	B	Market, recruitment problems
Crew Chief*	51	53	E	Internal equity
Operating Engineer II	48	50	I	Market, recruitment problems
Operating Engineer III	52	54	I	Market, recruitment problems
Election Equipment Technician	34	36	K	Market, internal equity

* Effective January 1, 2007. A classification appeal settlement agreement provides a pay range increase to Crew Chiefs for the 2006 calendar year.

New language is included in the appropriate Appendices that provides for negotiations to participate in or establish an Apprenticeship program for Carpenters (Appendix A), Mechanic/Automotive Machinist (Appendix B), Electricians (Appendix D), Painters (Appendix F) and Operating Engineers (Appendix I). These are in addition to existing agreements regarding Apprentices with Boilermakers (Appendix C) and Plumbers and Pipefitters (Memorandum of Agreement).

The cost-of-living increases for 2006, 2007 and 2008 follow the standard county settlement agreed to with other labor organizations. Those increases are based on 90% of the increase in the All Cities CPI-W Index, September to September; provided, however, that the amount produced by application of the foregoing shall not be less than 2%, nor greater than 6%.

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The Honorable Larry Gossett

August 8, 2007

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The settlement reached is a product of good-faith collective bargaining between King County and the Union. The agreement compares favorably with other settlements and is within our capacity to finance. This agreement has been reviewed by the Office of the Prosecuting Attorney, Civil Division.

If you have questions, please contact Richard Hayes, Acting Labor Relations Manager, at 206-205-8005, at your convenience.

Sincerely,

Ron Sims
King County Executive

Enclosures

cc: King County Councilmembers
 ATTN: Ross Baker, Chief of Staff
 Nancy Glaser, Policy Staff Director
 Anne Noris, Clerk of the Council
Bob Cowan, Director, Office of Management and Budget
James J. Buck, County Administrative Officer Designee, Department of Executive
 Services (DES)
Anita Whitfield, Director, Human Resources Division (HRD), DES
Richard Hayes, Acting Labor Relations Manager, HRD, DES