## STAFF REPORT

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| **Agenda Item:** | 7 | **Name:** | Nick Wagner |
| **Proposed No.:** | 2015-0306 | **Date:** | August 18, 2015 |

**SUBJECT**

Approval of a collective bargaining agreement with Teamsters Local 117 covering Transit Section Managers in the Department of Transportation.

**SUMMARY**

Proposed Ordinance 2015-03036 (Att. 1) would approve a collective bargaining agreement (CBA) (Att. 1-A) with Teamsters Local 117, covering about 10 Transit Section Managers and Assistant Section Managers in the Metro Transit Division of the Department of Transportation. They are responsible for managing all aspects of the work within their sections.[[1]](#footnote-1)

The new CBA is a two-year continuation, or “rollover,” of the previous CBA, as modified by a memorandum of agreement (MOA) (Addendum B to the CBA, Att. 1-A) that the Council approved in November 2014, as described below. The new CBA covers the period from April 1, 2014, through March 31, 2016.

**BACKGROUND**

This bargaining unit’s previous CBA expired at the end of March 2014, but its terms continued in effect pursuant to RCW 41.56.123(1),[[2]](#footnote-2) except to the extent that they were modified by an MOA between the County and the King County Coalition of Unions that the Council approved on November 10, 2014, by Ordinance 17916. The Coalition MOA provided for cost-of-living adjustments (COLAs) of 2.0 percent for 2015 and 2.25 percent for 2016 and a $500-per-employee lump sum payment for 2014. A copy of the staff report on the Coalition MOA (without the attachments) is Attachment 2 to this staff report.

**ANALYSIS**

The only changes in the new CBA are the new effective dates (April 1, 2014, through March 31, 2016), the changes made by the Coalition MOA, as described above, and minor changes for the purpose of standardizing contract terms to ensure consistent application of this language across the County.

**FISCAL IMPACT**

The proposed new CBA would have no fiscal impact beyond that of the Coalition MOA. The amounts listed in the Fiscal Note (Att. 5) are attributable to the Coalition MOA, not the new CBA.

**INVITED**

David Levin, Labor Negotiator, Office of Labor Relations

John Scearcy, Secretary-Treasurer, International Brotherhood of Teamsters, Local 117

**ATTACHMENTS**

1. Proposed Ordinance 2015-0306

Att. A (Collective Bargaining Agreement)

1. Staff report on Ordinance 17916 (Nov. 10, 2014) (without attachments)
2. Checklist and Summary of Changes (prepared by executive staff)
3. Transmittal Letter
4. Fiscal Note

1. The sections include: Transit Operations, Light Rail, Vehicle Maintenance, Power and Facilities, Service Development, Design and Construction, Paratransit/Rideshare Operations, and Customer Communications and Services [↑](#footnote-ref-1)
2. RCW 41.56.123(1) provides: “After the termination date of a collective bargaining agreement, all of the terms and conditions specified in the collective bargaining agreement shall remain in effect until the effective date of a subsequent agreement, not to exceed one year from the termination date stated in the agreement. Thereafter, the employer may unilaterally implement according to law.” [↑](#footnote-ref-2)