## STAFF REPORT

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| **Agenda Item:** | 8 | **Name:** | Nick Wagner |
| **Proposed No.:** | 2015-0339 | **Date:** | Sept. 15, 2015 |

**SUBJECT**

Approval of a collective bargaining agreement with the International Brotherhood of Teamsters (Teamsters) Local 117, covering employees in the Department of Transportation (DOT).

**SUMMARY**

Proposed Ordinance 2015-0339 (Att. 1) would approve a collective bargaining (CBA) (Att. 1-A) with Teamsters, Local 117, covering about eight Administrator I’s in the Transit Division of DOT. They provide administrative services to each of the main sections of the Metro Transit Division, specifically providing support to the Section Managers.

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 January 1, 2015, through December 31, 2016.

**BACKGROUND**

This bargaining unit’s previous CBA expired at the end of December 2014, but its terms continued in effect pursuant to RCW 41.56.123(1),[[1]](#footnote-1) 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.

**ANALYSIS**

The only changes in the new CBA are the new effective dates (January 1, 2015, through December 31, 2016), the changes made by the Coalition MOA, as described above, and minor changes for the purpose of contract standardization.

**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. 4) are attributable to the Coalition MOA, not the new CBA.

**INVITED**

David Levin, Labor Negotiator, Office of Labor Relations

John Scearcy, Secretary-Treasurer, Teamsters Local 117

**ATTACHMENTS**

1. Proposed Ordinance 2015-0339

Att. A (Collective Bargaining Agreement)

1. Checklist and Summary of Changes (prepared by executive staff)
2. Transmittal Letter
3. Fiscal Note

1. 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-1)