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Oct. 6, 2015

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Sponsor: Upthegrove

Proposed No.: 2015-0342

1 **AMENDMENT TO PROPOSED ORDINANCE 2015-0342, VERSION 1**

2 On Attachment A delete the page numbered “Page 10” and insert in its place the  
3 document attached to this amendment and labeled “Replacement for Page 10 of  
4 Attachment A, dated Sept. 30, 2015”

5 **EFFECT: *Changes the wording of the first paragraph of Article 11 (Hours of Work) to***  
6 ***clarify the parties’ intent. Specifically, in lines 2-3, “as requested by either party in***  
7 ***2015 or 2016” is changed to “by mutual agreement in 2015 or 2016”.***

**ARTICLE 11: HOURS OF WORK**

The parties agree to reopen Article 11 Hours of Work, by mutual agreement in 2015 or 2016, to bargain changes to this Article. The parties are currently discussing changes to this Article in Labor Management Committee and in LEAN Committee and may make changes to this Article via Memorandum of Agreement between King County and SEIU Local 925 during the term of this Agreement.

*Eda Korone 9/30/15 2:00 p.m.*

**Section 1.**

A. The establishment of reasonable work schedules and starting times is vested solely within the purview of department management, and may be changed from time to time provided a two (2) week prior notice of change is given. The two week prior notice provision shall not apply to changes of assignment (for example, Day shift assigned to Court Manager; Outreach Night reassigned to Harborview Night), the scheduling of vacation back-up or in other circumstances over which the department cannot exercise control. This provision shall not prevent employees from mutually agreeing to schedule changes with the approval of the department. In the exercise of its scheduling prerogative, department management will give priority to meeting the dictates of the workload. Employees will continue their participation in the development of the master work schedule. Shifts to be covered by vacation back-up shall normally be made available to backup staff by Friday, eight (8) days before the start of the schedule.

B. Department management, with input from the bargaining unit, will designate a workweek (or workweeks) consisting of seven consecutive 24-hour periods. The regular work schedule shall consist of three shifts of nine hours and twenty minutes and one shift of nine hours and thirty minutes for a total of 37.5 regularly scheduled hours per workweek. The County agrees that it will not change this schedule configuration without notifying the Union and providing an opportunity to negotiate the effects of such change, unless the change is for a limited duration due to an emergency.

C. When annual work schedules are changed by the County, the employees may select their desired schedule on the basis of seniority.

D. All employees shall be designated as hourly and eligible for compensation at the