## STAFF REPORT

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| **Agenda Item:** | 8 | **Name:** | Nick Wagner |
| **Proposed No.:** | 2015-0340 | **Date:** | October 20, 2015 |

**SUBJECT**

Approval of a collective bargaining agreement with the International Brotherhood of Teamsters, Local 117, covering employees in multiple county departments.

**SUMMARY**

Proposed Ordinance 2015-0340 (Att. 1) would approve a collective bargaining (CBA) (Att. 1-A) with the International Brotherhood of Teamsters, Local 117, covering about 650 employees in the following county departments:

* Community and Human Services;
* Departments of Adult and Juvenile Detention;
* Elections;
* Executive Services;
* King County Information Technology;
* Natural Resources and Parks;
* Permitting and Environmental Review;
* Public Health; and
* Transportation.

As described in the Executive’s transmittal letter (Att. 3), the covered employees perform a wide variety of services, including:

* Internal services:
	+ Accounting, payroll, finance, and procurement;
	+ Administrative support;
	+ Human resources support services;
	+ Information technology support and services; and
	+ Project management.
* External services:
	+ Communications and customer related services.
	+ Real property management;
	+ Recorder’s Office; and
	+ Vehicle, marriage, and taxi licensing.

Their classifications are listed in Addenda A and B to the CBA (Att. 1-A).

The new CBA is a 23-month continuation of the current CBA, as modified by a memorandum of agreement (MOA) (Addendum C to the CBA, Att. 1-A) with the King County Coalition of Unions that the Council approved in November 2014 and with the other changes described below. The new CBA covers the period from February 1, 2015, through December 31, 2016.

**BACKGROUND**

This bargaining unit’s previous CBA expired at the end of January 2015, 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 2.00 percent for 2015 and 2.25 percent for 2016 and a $500-per-employee lump sum payment for 2014.

**ANALYSIS**

The most notable changes in the new CBA are:

1. Effective Dates. The new effective dates (February 1, 2015, through December 31, 2016) (CBA Art. 21; Att. 1-A, p. 41);
2. COLAs. The changes made by the 2014 Coalition MOA that the Council approved in November 2014, as described above (2.00% COLA for 2015; 2.25% for 2016) (CBA § 8.6; Att. 1-A, p. 22);
3. Holiday and Vacation. Clarification of the prorating of holiday leave and vacation accrual for part-time employees (CBA §§ 4.4(D), 5.8; Att. 1-A, p. 7);
4. Sick Leave. Clarification of the use of sick leave and the conversion of up to three days of sick leave into vacation each calendar year for employees who use no more than two days of sick leave during the year (CBA §§ 6.12(C), 6.13; Att. 1-A, p. 15);
5. Executive Leave. Clarification of the terms governing executive leave for salaried employees (CBA § 7.9(C); Att. 1-A, p. 19);
6. Professional License and Certification Pay Premium. The new CBA includes premium pay of $50 per month for maintaining professional licenses or certifications under the following circumstances: (a) the license or certification must be one of five specified licenses or certification, unless otherwise agreed to by the County; (b) it must be required for a specific position; and (c) it must not be required of all positions in the classification (CBA § 8.8; Att. 1-A, pp. 22-23). The fiscal impact of this premium pay is estimated to be about $6,300 per year, as indicated in the Fiscal Note (Att. 4).
7. Voluntary Demotion. Clarification of the circumstances under which an employee can obtain voluntary demotion to a lower paid position “in the best interests of the County” (CBA § 12.11; Att. 1-A, p. 29).
8. Travel Time. Compensation for travel time between work locations for employees using their own vehicle, as required by the federal Fair Labor Standards Act (CBA § 12.12; Att. 1-A, p. 29);
9. Filling Vacant Positions. Clarification of the process for filling vacant, regular bargaining unit positions (CBA § 19.1(F); Att. 1-A, pp. 39-40);
10. Housekeeping changes, such as the clarification and standardization of terms and the elimination of obsolete provisions.

**FISCAL IMPACT**

The only fiscal impact of the proposed new CBA is the $6,300 annual cost of the new premium pay described in Section 6 above. The other amounts listed in the Fiscal Note (Att. 4) are attributable to the Coalition MOA that the Council approved in November 2014, not the new CBA.

**INVITED**

Andre Chevalier, Labor Negotiator, Office of Labor Relations

John Scearcy, Secretary-Treasurer, Teamsters Local 117

**ATTACHMENTS**

1. Proposed Ordinance 2015-0340

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)