## STAFF REPORT

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| **Agenda Item:** | 8 | **Date:** | Feb. 23, 2016 |
| **Proposed No.:** | 2016-0098 | **Name:** | Nick Wagner |

**SUBJECT**

Approval of a collective bargaining agreement with the Professional and Technical Employees, Local 17, covering employees in the Departments of Executive Services, Natural Resources and Parks, and Transportation.

**SUMMARY**

Proposed Ordinance 2016-0098 (Att. 1) would approve a collective bargaining (CBA) (Att. 1-A) with the Professional and Technical Employees, Local 17, covering about 48 employees who are described in the Executive’s transmittal letter as “line supervisors overseeing the operations, maintenance and administration of services provided by parks, solid waste, the airport, fleet, roads services, facilities management and emergency services.” Their classifications are listed in CBA Addendum A (Att. 1-A).

The new CBA is a two-year continuation of the current CBA, as modified by a memorandum of agreement (MOA) (Addendum B to the CBA, Att. 1-A) with the King County Coalition of Unions that the Council approved in November 2014. 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, among other things, 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 only changes in the new CBA are:

1. Effective Dates. The new effective dates (January 1, 2015, through December 31, 2016) (CBA Art. 19; Att. 1-A);
2. COLAs. The changes made by the Coalition MOA that the Council approved in November 2014, as described above (e.g., 2.00% COLA for 2015; 2.25% for 2016) (CBA § 9.1 and Addendum B; Att. 1-A).

**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**

James Johnson, Labor Negotiator, King County Office of Labor Relations

Cecilia Mena, Business Representative, Professional and Technical Employees,
Local 17

**ATTACHMENTS**

1. Proposed Ordinance 2016-0098

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)