June 20, 2018

The Honorable Joe McDermott

Chair, King County Council

Room 1200

C O U R T H O U S E

Dear Councilmember McDermott:

The enclosed ordinance, if approved, will ratify the International Brotherhood of Teamsters Local 117 (Transit Design and Construction Supervisors - Department of Transportation, Interest Arbitration) collective bargaining agreement (CBA) for the period of January 1, 2015, through December 31, 2020, which will enable King County to continue to provide public transit services. This agreement covers seven current employees in the Department of Transportation.

These employees are the supervisory tier of employees in the Metro Transit Division’s Design and Construction Section. The Design and Construction Section is an in-house engineering unit that provides support for Metro’s construction projects. The employees in this bargaining unit are supervisors. Employees covered by this CBA supervise the engineers, project and construction managers, project control, real estate, environmental, permit, and administrative staff that make up most of the Design and Construction Section in the Transit Division. This group supervises the staff that is responsible for the planning, design, and construction of new facilities; and upgrades to existing facilities that support providing transit service to the public. These include facilities on the seven transit bases, passenger facilities (such as transit centers, bus stop improvements, park-and-ride lots, and garages), and the trolley overhead wiring. In addition, this group supervises the staff that provides technical support on a variety of engineering issues; manages Transit properties; provides environmental documentation on Transit projects; and manages the associated accounting and contract procurement activities to deliver the work.

The collective bargaining agreement for this bargaining unit will become an appendix of the Master Labor Agreement (MLA). Accordingly, many of the provisions of the collective bargaining agreement have been removed and replaced with references to the relevant portions of the MLA. Additionally, the parties have agreed to cost-of-living adjustment (COLA) for the years 2015-2018 and have negotiated a market-based wage increase in the first year. The wage settlement is as follows:

***2015 Wage Increase.*** Employees shall receive a wage increase of 2.25% COLA. In addition, there shall be a 2.00% market adjustment for Engineer 5’s and a 4.00% market adjustment for Engineer 6’s, Capital Projects Managing Supervisors, and Real Estate, Land Use and Environmental Planning Supervisors.

***2016 Wage Increase.*** Employees shall receive a 2.25% COLA.

***2017 Wage Increase.*** Employees shall receive a 2.25% COLA.

***2018 Wage Increase.*** Employees shall receive a 2.7% COLA.

This agreement contains significant improvements in efficiency, accountability and productivity for the County by adopting the uniform provisions of the Master Labor Agreement. This agreement also advances the goals of the King County Strategic Plan by proliferating uniform terms and conditions of employment to an additional bargaining unit.

Negotiations with this bargaining unit were protracted. The parties were unable to reach an agreement for new wage rates without preparing for and starting an interest arbitration hearing in 2018. During this interest arbitration hearing, the parties settled the contract by agreeing to wage increases and the adoption of the Master Labor Agreement.

The settlement reached is a product of good faith collective bargaining between King County and the Union. The agreement compares favorably with other settlements and is within our capacity to finance. This agreement has been reviewed by the Office of the Prosecuting Attorney, Civil Division.

Thank you for your consideration of this ordinance. This important legislation will help King County residents by furthering the development and provision of transit services to the public.

If you have questions, please contact Megan Pedersen, Director, Office of Labor Relations, at 206-263-2898.

Sincerely,

Dow Constantine

King County Executive

Enclosure

cc: King County Councilmembers

ATTN: Carolyn Busch, Chief of Staff

Melani Pedroza, Clerk of the Council

Dwight Dively, Director, Office of Performance, Strategy and Budget

Megan Pedersen, Director, Office of Labor Relations

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