

**Memorandum of Agreement – King County Total Compensation 2019-2020
for Appendix 28 of the Master Labor Agreement
Professional and Technical Employees, Local 17
Professional & Technical, Interest Arbitration - Department of Transportation, Metro
Transit Division
[043]**

Subject: Total Compensation Coalition Small Table Terms

This Agreement (Agreement) is entered into by and between King County (the County) and the Professional & Technical Employees, Local 17 (the Union).

RECITALS

1. The County and the Union have bargained in good faith on other financial related terms during small table bargaining as part of the Total Compensation Coalition bargaining for the term of January 1, 2019 through December 31, 2020. The parties have reached agreement on terms that will be rolled into the Appendix in the next round of MLA bargaining.

AGREEMENTS

1. The County and the Union agree that the attached document with edited appendix language represents the entire agreement of the parties for the period of January 1, 2019 through December 31, 2020.

2. The County and the Union further agree that these language changes will be added to the appendix during MLA bargaining for the period of January 1, 2021 forward.

Appendix Language Changes effective January 1, 2019:

Article 25, Section 3. Shift Differential.

1. ~~A night shift premium shall be paid to all employees who are regularly assigned to a night shift. A night shift is defined as a regular shift that includes the hours of 12:00AM. to 5:00AM, Monday through Friday. This premium shall be \$3.25/hour.~~ Shift differential will be 5.00% per hour for swing shift and 7.5% per hour for graveyard shift. Any shift with a quitting time from 8:01 p.m. to 2:00 a.m. will be considered a swing shift. Any shift with a quitting time from 2:01 a.m. to 10:00 a.m. will be considered a graveyard shift.

2. SCADA Technicians who are not regularly scheduled for the night shift will be paid according to the overtime provisions in Article 9 and the language applicable to SCADA Technicians in Article 25.

Grievances and pending disputes:

The Union will issue a letter dismissing with prejudice all pending grievances and disputes relating to the SCADA staff, including, but not limited to, the grievance filed on April 4, 2018 (overtime) and June 21, 2018 (incorrectly listed as June 21, 2016, out of class pay, and expanded

in Step 2 on August 1, 2018). The Union confirms that there are no other pending disputes for which it intends to file a grievance relating to SCADA staff.

Complete agreement:

The Union and King County agree that Article 25 represents the full agreement between the parties relating to SCADA staff. All other agreements that have previously been executed between the Union and King County relating to SCADA staff are null and void, including, but not limited to, the agreements coded 043U0116 and 043U0118. However, King County will re-execute MOA 043U0118 (Commitment to continue evaluation of creation of Lead SCADA Technician).

For Professional and Technical Employees, Local 17:



Denise Cobden, Union Representative

For King County:



David Levin, Labor Relations Negotiator-Senior