



King County

**Metropolitan King County Council
Committee of the Whole**

STAFF REPORT

Agenda Item:	X	Name:	Patrick Hamacher
Proposed No.:	2019-0265	Date:	June 26, 2019

SUBJECT

Proposed Motion 2019-0265 creates the Labor Policy Workgroup.

SUMMARY

This motion would form a workgroup responsible for looking at the Labor Policies of King County and recommending any changes to the policies by March 3, 2020.

BACKGROUND

The County bifurcates the responsibilities for collective bargaining between the Executive and Legislative branches. The County Council is responsible for the adoption of labor policies which set objectives for the collective bargaining process. The Council is also responsible for approval all of the various collective bargaining agreements and setting compensation for County employees. The Executive is the bargaining agent for the County which means the Executive is responsible for the bargaining of each collective bargaining agreement and for the overall management of the personnel, labor relations and human resources functions for King County.

ANALYSIS

The County Council has the responsibility for adoption of labor policies to guide the Executive's bargaining. The current labor policies are included as Attachment 2 to this staff report. A summary of the issues covered in the labor policies is included as Table 1. The workgroup created by this motion is tasked with reviewing and updating these polices, many of which have remained unchanged for a number of years.

Table 1: Current Labor Policies of King County

#	Topic
Lab 1-010	Contract Consolidation
Lab 1-020	Diversity in the Workforce
Lab 1-030	Project Labor Agreements
Lab 1-040	Performance Evaluations
Lab 1-050	Continuous Improvement
Lab 2-010	Labor/Management Committees
Lab 2-020	Labor Management Partnerships
Lab 3-010	Mediation
Lab 3-020	Binding Arbitration
Lab 3-030	Interest-based bargaining
Lab 4-010	Timeliness of Labor Contract Negotiations
Lab 5-010	Compensation
Lab 5-020	Overtime
Lab 5-030	Benefits
Lab 6-010	Reduction-in-Force
Lab 6-020	Contracting Out of Work
Lab 6-030	Use of Temporary and Part-Time Employees
Lab 7-010	Civilian Oversight of Sheriff's Office
Lab 7-020	Sheriff's Office Implementation of Report Recommendations (disposed)
Lab 7-030	Legislative Branch Employees and Officials (disposed)

The workgroup formed by Proposed Ordinance 2019-0265 is responsible for “review(ing) the county's labor policies and produce a report by March 3, 2020. The report shall provide recommended updates and changes to existing policies that should be considered by the council.”

The membership of the workgroup will be appointed by the Chair of the Council after consultation with the Executive and all councilmembers and would be:

- No more than 3 Councilmembers
- The Executive or designee
- The Chief People Officer (if not the Executive's designee)
- The Director of Labor Relations
- At least four and not more than six representatives of labor organizations representing county employees such that there is an equal representation of management and labor.

INVITED

1. Whitney Abrams, Chief People Officer
2. Megan Pedersen, Director of Labor Relations
3. Dustin Frederick, Public Safety Employees Union, Coalition Co-Chair
4. Lorelei Walker, Professional and Technical Employees, Coalition Co-Chair

ATTACHMENTS

1. Proposed Motion 2019-0265
2. King County Labor Policies