

AGREEMENT BETWEEN
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 925
AND
KING COUNTY

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ARTICLE 1: PURPOSE..... 1

ARTICLE 2: DEFINITIONS..... 3

ARTICLE 3: UNION RECOGNITION AND MEMBERSHIP..... 7

ARTICLE 4: RIGHTS OF MANAGEMENT..... 9

ARTICLE 5: HOLIDAYS..... 10

ARTICLE 6: VACATIONS..... 13

ARTICLE 7: SICK LEAVE..... 16

ARTICLE 8: MISCELLANEOUS LEAVES..... 22

ARTICLE 9: WAGE RATES AND OVERTIME..... 25

ARTICLE 10: HOURS OF WORK-TRANSFERS-SPECIAL EVENTS-CAPITAL PROJECTS .. 30

ARTICLE 11: MEDICAL, DENTAL AND LIFE INSURANCE..... 36

ARTICLE 12: MISCELLANEOUS..... 37

ARTICLE 13: DISPUTE RESOLUTION PROCEDURES..... 40

ARTICLE 14: REDUCTION IN FORCE (RIF) AND RE-HIRE..... 45

ARTICLE 15: SENIORITY..... 48

ARTICLE 16: GENERAL PROVISIONS..... 49

ARTICLE 17: CONTRACTING OUT..... 51

ARTICLE 18: EMPLOYEE RIGHTS..... 53

ARTICLE 19: WORK OUTSIDE OF CLASSIFICATION..... 56

ARTICLE 20: UNION REPRESENTATION..... 58

ARTICLE 21: DURATION..... 60

ADDENDUM A: WAGES..... 61

ADDENDUM B: LABOR MANAGEMENT COMMITTEE MINUTES FORM..... 62

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- 7. Economically feasible;
- 8. Legal; and
- 9. Promotes efficient and effective public service.

1 **ARTICLE 2: DEFINITIONS**

2 **2.1. Employee Categories.**

3 **A. Regular full-time Employee.** An individual employed in a position established in
4 the County budget as an authorized FTE and which will require at least twenty-six (26) weeks of
5 service per year with a work schedule of not less than forty (40) hours per week. Regular full-time
6 employees are career service employees who are not on probation.

7 **B. Regular Part-time Employee.** An individual employed in a position established
8 in the County budget as an authorized FTE and which will require at least twenty-six (26) weeks of
9 service per year at the work schedule established for the position and which has an established work
10 schedule of less than forty (40) hours per week, but at least half time. Regular part-time employees
11 are career service employees who are not on probation.

12 **C. Temporary Employee.** An individual employed in a position which is not a
13 position established in the County budget as an authorized FTE and who works less than one
14 thousand forty (1040) hours in a calendar year. These employees are not career service and are not
15 eligible for vacation leave, sick leave, holiday pay or other paid leaves, medical, dental or other
16 insurance benefits. They are eligible for participation in the PERS as provided by state law.

17 **D. Term Limited Temporary Employee.** A term-limited temporary employee is a
18 temporary employee who is employed in a term limited temporary position. Term limited temporary
19 employees are not members of the career service. They may not be employed in term limited
20 temporary positions longer than three (3) years beyond the date of hire, except that for grant-funded
21 projects, capital improvement projects, and information systems technology projects the maximum
22 period may be extended for up to five (5) years upon approval of the director of the Department of
23 Executive Services, Human Resources Division (HRD).

24 **E. Seasonal Employee.** A temporary employee in a position (for) which:

25 1. Is not a position established in the County budget as an authorized FTE or
26 career service;

27 2. Will require less than one thousand forty (1040) hours in a calendar year;

28 and

1 3. The need exists at regular, predictable intervals during the year.
2 These employees are not eligible for vacation leave, sick leave, holiday pay or other paid leaves,
3 medical, dental or other insurance benefits. They are eligible for participation in the Employee
4 Assistance Program, the PERS as provided by state law, and any other program available to non-
5 benefited employees.

6 **2.2. Temporary Lead Worker Assignment.** Temporary lead worker assignments may be
7 made at the discretion of the Section Manager as a means of ensuring efficient and effective
8 performance of work. This person has responsibility for scheduling, coordinating, assigning and
9 overseeing the work and providing input to employee performance evaluations. Duties of the
10 temporary lead worker shall not include hiring, firing, or disciplining of others. In the event a
11 performance feedback system is implemented as provided in Section 12.12, such feedback may be
12 considered in making these assignments.

13 **2.3. Regular or Temporary Employment.** For work performed by County employees
14 represented by this Agreement, the County and the Union have the common goal of maintaining a
15 stable, qualified work force. To this end, the following principles will guide the assignment of work
16 to employees represented under this Agreement, when such work is performed by County employees.

17 A. Work that is year-round in nature, requiring employees with consistent and defined
18 skills, should be performed by regular full-time or regular part-time employees.

19 B. The following work may be performed by part-time, temporary (including term-
20 limited temporary) or seasonal employees. Work that is:

- 21 • seasonal or cyclical in nature
- 22 • time-limited
- 23 • project specific
- 24 • requiring specific skills that are not available in the County's regular work
25 force; or
- 26 • requiring an employee to work less than half-time.

27 C. In fulfilling the above principles, the County will develop and maintain staffing
28 plans that define the work being assigned to regular full-time or regular part-time and temporary,

1 (including term-limited temporary), or part-time employees.

2 **2.4. Temporary Employees.** Seasonal, temporary and term-limited temporary employees are
3 supplementary to the regular work force and shall not be used to supplant regular full-time or regular
4 part-time positions or undermine the integrity of the bargaining unit. These employees are employed
5 at will and part of the bargaining unit and subject to the terms of this Agreement. In the event any of
6 these positions extends into the season between November 1 and February 28 (29), the positions will
7 be offered to .67 FTE employees at no less than the .67 FTE employee's regular rate of pay.

8 **2.5. Seasonal Employees seeking a Regular Position.** Seasonal employees who have
9 worked a cumulative total in excess of one thousand-forty (1040) hours and who have demonstrated
10 continuous satisfactory performance shall be considered for regular positions along with candidates
11 from outside the organization. The decision as to which applicant will be selected to fill the vacancy
12 shall be the sole prerogative of the appointing authority.

13 **2.6. .67 Full-time Employee.** For Parks Specialists II positions that are designated as .67
14 FTE, the following shall apply:

15 A. During the four (4) months period during which these employees are not working,
16 they retain employment status for certain purposes; however, they are eligible, in accordance with
17 law, for unemployment compensation and for COBRA during this period.

18 B. These employees have access to year-round positions in the Parks Division
19 pursuant to Section 10.12 of this Agreement.

20 C. These employees accrue sick leave, vacation leave and compensatory time in
21 accordance with the schedules in Articles 6, 7 and 8 during the period in which they are working and
22 have no accruals during the period in which they are not working. Accrued leave may be used only
23 during the period during which the employee is working. Any leave which is not used during the
24 work period is carried over to the next work period; provided, however, employees may choose to
25 cash-out any or all of their accrued vacation leave and/or compensatory time off at the conclusion of
26 each work period. In the event the employee resigns, s/he will be paid for unused vacation
27 leave/compensatory time as provided under the terms of this Agreement.

28 D. Contract provisions governing holidays (Article 5) are applicable to .67 FTE

1 employees. The employees are not paid for holidays which occur when they are not actually working.
2 Personal holidays will accrue at 16 hours x .67, with half (1/2) the accrued hours being placed in the
3 employee's vacation account in October and the remaining half in November or at the end of their
4 working period, whichever comes first.

5 E. During the working period, payment is made into the PERS for the .67 employees
6 in accordance with law.

7 F. The .67 FTE employees are eligible to contribute into deferred compensation
8 during the period they are working.

9 G. The first six (6) months of employment for the .67 FTE employees is the
10 probationary period. Section 13.10 of the Agreement and the Personnel Guidelines will apply.

11 H. The .67 employees accrue bargaining unit seniority during the time the employee is
12 working. Seniority is "frozen" during the period the employee is not working and resumes accruing
13 at the next start date of the next work period.

14 I. The County will hire no more than four (4), .67 FTE's during the term of the
15 Agreement.

16 J. Prior to the four (4) month period during which the .67 FTE employees are not
17 working, they will notify the county in writing of their interest in work opportunities during the four
18 (4) month period. If employed, the County will offer them work at their regular rate of pay as a PS II.

19 **2.7. Definition of Days.** Unless otherwise provided, days as used under the Agreement will
20 refer to calendar days.

21 **2.8. General Definition.** Unless otherwise defined under the King County Code or this
22 Agreement, all words will have their usual and customary meaning.

1 **ARTICLE 3: UNION RECOGNITION AND MEMBERSHIP**

2 **3.1. Union Recognition.** The County recognizes the Union as the exclusive representative
3 having jurisdiction over the body of work performed by classifications included in the bargaining unit
4 which are specified in Addendum "A" of this Agreement.

5 **3.2. Union Membership/Representation Fee.** It shall be a condition of employment that all
6 employees covered by this Agreement who are members of the Union in good standing on the
7 effective date of this Agreement shall remain members in good standing and those who are not
8 members on the effective date of this Agreement shall become and remain members in good standing
9 in the Union or pay an agency fee. It shall also be a condition of employment that all employees
10 covered by this Agreement and hired on or assigned into the bargaining unit on or after its effective
11 date shall, on the thirtieth (30th) day following the beginning of such employment, become and
12 remain members in good standing in the Union or pay an agency fee.

13 **3.3. Religious Tenets or Beliefs.** Nothing contained in this Article shall require an employee
14 to join the Union who can substantiate, in accordance with existing law, bona fide religious tenets or
15 beliefs that prohibit the payment of dues to union organizations. Such employee shall pay an amount
16 of money equivalent to regular union dues to a non-religious charitable organization mutually agreed
17 upon by the employee and the Union to which such employee would otherwise pay the dues. The
18 employee shall furnish written proof that such payment has been made.

19 **3.4. Dues Deduction.** Upon receipt of written authorization individually signed by a
20 bargaining unit employee, the County shall have deducted from the pay of such employee the amount
21 of dues or representational fees as certified by the Secretary-Treasurer of the Union and transmit the
22 same to the Union. The Union will indemnify, defend and hold the County harmless against any
23 claims made and against any suit instituted against the County on account of any check-off of dues for
24 the Union. The Union agrees to refund to the County any amounts paid to it in error on account of
25 the check-off provision upon presentation of proper evidence thereof.

26 **3.5. Cause for Discharge.** Failure by an employee to abide by the above provisions shall
27 constitute grounds for discharge of such employee; provided, that when an employee fails to fulfill
28 the above obligations the Union shall provide the employee and the County with a thirty (30) day

1 notification of the Union's intent to initiate discharge action and during this period the employee may
2 make restitution in the amount which is overdue.

3 **3.6. Membership Application.** The County will require all new employees hired into a
4 position included in the bargaining unit to sign a form (in triplicate) which will inform them of the
5 Union's exclusive recognition. One (1) copy of the form will be retained by the County, one (1) by
6 the employee and the original sent to the Union. The Parks Division will provide a union
7 membership application in their new hire packet. The County will notify the Union of any employee
8 leaving the bargaining unit because of termination, layoff, leave of absence or dismissal.

9 **3.7. Bargaining Unit List.** The County will transmit to the Union twice a year, upon written
10 request, a current listing of all employees in the unit. Such list shall indicate the name of the
11 employee, wage rate, job classification, work shift and business unit.

12 **3.8. COPE Payroll Deduction.** The County shall, upon receipt of a written authorization
13 form that conforms to legal requirements, deduct from the pay of a bargaining unit employee the
14 amount of contribution the employee voluntarily chooses for deduction for political purposes and
15 shall transmit the same to the Union.

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1 **ARTICLE 4: RIGHTS OF MANAGEMENT**

2 **4.1. Management Rights.** The management of the County and the direction of the work
3 force is vested exclusively in the County subject to the terms of this Agreement. Except to the extent
4 there is contained in this Agreement express and specific provisions to the contrary, all power,
5 authority, rights and jurisdictions of the County are retained by and reserved exclusively to the
6 County, including, but not limited to, the right to manage the work of employees; to discipline,
7 transfer, and evaluate employees; to determine and implement methods, means and assignments,
8 establish classifications and select personnel by which operations are to be conducted, including
9 staffing levels; and to initiate, prepare, modify and administer the budget.

10 **4.2. Release from Work.** When the County has no work available for employees in specific
11 classifications, nothing in this Agreement shall prohibit the County from assigning such employees to
12 perform other work as directed or, in absence of other necessary work, to send the employee home.

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1 **ARTICLE 5: HOLIDAYS**

2 **5.1. Holidays.** Regular, probationary and term-limited temporary employees shall be granted
3 the following holidays with pay:

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|--------------------------------------|-----------------------------|
| 6 New Year's Day | January 1st |
| 7 Martin Luther King, Jr.'s Birthday | Third Monday in January |
| 8 Presidents' Day | Third Monday in February |
| 9 Memorial Day | Last Monday in May |
| 10 Independence Day | July 4th |
| 11 Labor Day | First Monday in September |
| 12 Veteran's Day | November 11th |
| 13 Thanksgiving Day | Fourth Thursday in November |
| 14 Day after Thanksgiving | |
| 15 Christmas Day | December 25th |

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20 and any designated by public proclamation of the chief executive of the state as a legal holiday, as
21 approved by Council.

22 **5.2. Day of Observance.** Whenever a holiday falls on a Sunday, the following Monday shall
23 be observed as the holiday, and any holiday falling on a Saturday shall be observed on the preceding
24 Friday.

25 **5.3. Overtime Calculation.** Holidays paid for but not worked shall be recognized as time
26 worked for purposes of determining weekly overtime for all employees.

27 **5.4. Holiday Premium.** Work performed on holidays shall be paid at a premium rate of one
28 and one-half (1-1/2) times the regular rate.

1 **5.5. Part-time Holiday Benefit.** Regular, probationary and term-limited temporary
2 employees who work a part-time schedule shall receive the regular holiday pay prorated in
3 accordance with their regular schedule. For example:

4

| Scheduled Hours per Week | Pro-rated Hours of Annual Holiday Earnings | Holiday Compensation for Each of the 12 Holidays |
|--------------------------|--|--|
| 32.0 | 76.8 | 6.4 hours |
| 40.0 | 96.0 | 8.0 hours |

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10 **5.6. Holiday Premium Pay for Seasonal Employees.** Seasonal employees shall be paid
11 time and one-half (1-1/2) for hours worked on the observed County holiday.

12 **5.7. Pay Status and Eligibility.** An employee must be in a pay status either the employee's
13 scheduled working day before or the employee's scheduled working day after a holiday in order to
14 receive holiday pay. An employee leaving County employment the day prior to the holiday shall not
15 receive holiday pay.

16 **5.8. Personal Holidays.** Each employee eligible for holiday pay shall receive two (2)
17 additional personal holidays; provided, that no employee shall be granted more than ninety-six (96)
18 hours of holiday time in a calendar year. These days shall be administered through the vacation plan.
19 One (1) day will be added to each employee's vacation accrual on the first day of October and the
20 first day of November of each year. Employees will be able to use these days in the same manner as
21 they use vacation days earned.

22 **5.9. Augmenting Holiday Pay.** If an employee's regularly scheduled work hours exceed the
23 number of holiday hours earned on any non-work holiday, the employee shall have the option of
24 using accrued vacation hours to allow total compensation hours to equal the number of hours in the
25 regular work schedule.

26 **5.10. Work on a Holiday.** Employees who work on a holiday have the option of earning
27 compensatory time at one and one-half (1-1/2) times the regular rate of pay in lieu of receiving
28 premium pay of one and one-half (1-1/2) times the regular rate of pay. Employees whose holiday

1 falls on a scheduled day off will accrue the holiday hours to be used during the calendar year at
2 straight time. Holiday hours accrued under this Section will not count as hours worked for the
3 purpose of determining weekly overtime in the week they are accrued.

4 **5.11. Aquatics Center.** For bargaining unit members whose primary assignment is the
5 Aquatics Center, if a holiday is officially observed on a Friday that is a regular day off, the holiday
6 will be taken on the last regular work day of that week. If a holiday is officially observed on a
7 Monday that is a regular day off, the holiday will be taken on the next regular work day of that week.

8 **5.12. Holidays falling on the Weekend.** Employees whose regular work schedules include a
9 weekend holiday that the County observes on a weekday will receive a paid holiday on the actual
10 holiday and work the observed County holiday at straight time. If the employee is required to work
11 on the actual holiday, in addition to the paid holiday hours the employee will earn one and one-half
12 (1-1/2) times the regular rate of pay for all hours worked. Each District's Parks Specialist III shall
13 schedule their district employees as directed by the Section Manager.

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ARTICLE 6: VACATIONS

6.1. Accrual Rate. Vacation Accrual Rates for Eligible Full-Time Employees. Regular, probationary and term-limited temporary full-time employees shall receive vacation benefits as indicated in the following table based upon a full-time schedule of forty (40) hours per week.

| Length of Continuous Service | Hourly Accrual Rate | Monthly Vacation Credit in Hours | Monthly Accrual in Days | Annual Vacation Credit in Hours | Annual Accrual in Days | Maximum Allowable Accrual in Hours |
|--|---------------------|----------------------------------|-------------------------|---------------------------------|------------------------|------------------------------------|
| Upon hire through end of year 5 | .04615 hours | 8 hours | 1 day | 96 hours | 12 days | 480 hours |
| Upon beginning of year 6 through end of year 8 | .05770 hours | 10 hours | 1.25 days | 120 hours | 15 days | 480 hours |
| Upon beginning of year 9 through end of year 10 | .06154 hours | 10.64 hours | 1.33 days | 128 hours | 16 days | 480 hours |
| Upon beginning of year 11 through end of year 16 | .07692 hours | 13.36 hours | 1.67 days | 160 hours | 20 days | 480 hours |
| Upon beginning of year 17 | .08077 hours | 14 hours | 1.75 days | 168 hours | 21 days | 480 hours |
| Upon beginning of year 18 | .08462 hours | 14.64 hours | 1.83 days | 176 hours | 22 days | 480 hours |
| Upon beginning of year 19 | .08846 hours | 15.36 hours | 1.92 days | 184 hours | 23 days | 480 hours |
| Upon beginning of year 20 | .09231 hours | 16 hours | 2 days | 192 hours | 24 days | 480 hours |
| Upon beginning of year 21 | .09615 hours | 16.7 hours | 2.08 days | 200 hours | 25 days | 480 hours |
| Upon beginning of year 22 | .1 hours | 17.36 hours | 2.17 days | 208 hours | 26 days | 480 hours |
| Upon beginning of year 23 | .10385 hours | 18 hours | 2.25 days | 216 hours | 27 days | 480 hours |
| Upon beginning of year 24 | .10769 hours | 18.64 hours | 2.33 days | 224 hours | 28 days | 480 hours |
| Upon beginning of year 25 | .11154 hours | 19.36 hours | 2.42 days | 232 hours | 29 days | 480 hours |
| Upon beginning of year 26 and beyond | .11538 hours | 20 hours | 2.5 days | 240 hours | 30 days | 480 hours |

Note: Equivalent work days are based on five (5) equal work days per week. Alternative work schedules would not necessarily produce the same number of days.

6.2. Accrual Rates for Eligible Part-Time Employees. Regular, probationary and term-limited temporary part-time employees shall accrue vacation leave in accordance with the vacation

1 leave schedule set forth in Section 6.1; provided, however, such accrual rates shall be prorated to
2 reflect the employee's hours of work.

3 **6.3. Effective Date of Accrual.** Employees eligible for vacation leave shall accrue vacation
4 leave from their date of hire with the County in a leave eligible position.

5 **6.4.** An employee shall not be granted vacation benefits if not previously accrued by the
6 employee.

7 **6.5. Accrual Above Maximum.** Employees may carry over additional vacation beyond the
8 maximum specified herein, if as result of cyclical workloads or work assignments, use of vacation
9 was denied by the Section Manager. Absent the ability to carry over leave, the excess accrued
10 vacation would be forfeited.

11 **6.6. Ineligible to Work While Receiving Vacation Pay.** No employee shall work for
12 compensation for the County in any capacity during the time that the employee is on vacation leave.

13 **6.7. Increments of Vacation Leave.** Vacation leave may be used in one quarter (1/4) hour
14 increments, at the discretion of the employee's immediate supervisor.

15 **6.8. Rate of Pay for Use or Cash-out of Vacation Leave.** For purposes of this Article,
16 employees using accrued vacation shall be paid for such vacation at the base rate of pay in effect at
17 the time of vacation or upon termination, provided, that special assignments shall not be considered
18 to be a part of the base rate.

19 **6.9. Pay Upon Termination.** Upon termination for any reason, regular employees will be
20 paid for unused vacation leave. Regular employees hired after September 1, 1986, who are eligible
21 for participation in the PERS Plan I shall not be compensated for more than two hundred forty (240)
22 hours of accrued vacation at the time of retirement. Vacation hours accrued in excess of two hundred
23 forty (240) hours must be used prior to the employee's date of retirement or the excess hours shall be
24 forfeited.

25 **6.10. Eligibility for use and Pay-out of Accrued Vacation.** Employees in regular positions
26 who leave King County employment for any reason after successful completion of six (6) months of
27 County service in a leave eligible position will be paid for their unused vacation up to the maximum
28 specified herein, except for PERS I as provided in Section 6.9. Employees shall not be eligible to

1 take or be paid for vacation leave until they have successfully completed their first six (6) months of
2 County service in a leave eligible position and if they leave County employment prior to successfully
3 completing their first six (6) months of County service in a leave eligible position they shall forfeit
4 and not be paid for accrued vacation leave. The limitations in the preceding sentence do not apply to
5 employees using accrued vacation for a qualifying event under the Washington Family Care Act or as
6 otherwise required by law. Employees shall forfeit the excess accrual prior to December 31st of each
7 year except as provided for in Section 6.5.

8 **6.11. Payment of Accrued Leave upon Employee's Death.** In cases of separation from
9 County employment by death of an employee who has successfully completed his/her first six (6)
10 months of County service and who has accrued vacation leave, payment of unused vacation leave up
11 to the maximum accrual amount shall be made to the employee's estate or, in applicable cases, as
12 provided for by state law, RCW Title 11.

13 **6.12. Vacation Requests.** Employees shall comply with the Parks Division Vacation Policy
14 as approved by the LMC in 2002. For proposed vacations of two (2) weeks or less, employees must
15 submit a King County Leave of Absence Request Form to their supervisor at least one (1) week in
16 advance. For proposed vacations greater than two (2) weeks, employees must submit a King County
17 Leave of Absence Request Form to their supervisor at least two (2) weeks in advance. In addition,
18 for vacations greater than two (2) weeks, Parks Specialists III must submit a work coverage plan to
19 their supervisor at least two (2) weeks in advance. Supervisors are responsible for balancing the
20 needs of the work place and the employee's personal needs in evaluating the requests.

21 **6.13. Vacation Benefit on Return to Work.** If a regular employee resigns from County
22 employment in good standing or is laid off and subsequently returns to County employment within
23 two (2) years from such resignation or layoff, as applicable, the employee's prior County service shall
24 be counted in determining the vacation leave accrual rate under this Article.

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1 **ARTICLE 7: SICK LEAVE**

2 **7.1. Accrual.**

3 A. Every regular, probationary and term-limited temporary employee shall accrue sick
4 leave benefits at a rate equal to .04616 hours for each hour in pay status exclusive of overtime up to a
5 maximum accrual of eight (8) hours per month ninety-six (96) hours per year. Sick leave shall not
6 begin to accrue until the first of the month following the month in which the employee commenced
7 employment. The employee is not entitled to sick leave if not previously earned.

8 B. During the first six (6) months of County service, employees eligible to accrue
9 vacation leave may, at the appointing authority's discretion, use any accrued days of vacation leave as
10 an extension of sick leave. If an employee does not work a full six (6) months, any vacation leave
11 used for sick leave must be reimbursed to the County upon termination. This paragraph does not
12 apply to employees using accrued vacation leave for a qualifying event under the Washington Family
13 Care Act or as otherwise required by law.

14 C. There shall be no limit to the hours of sick leave benefits accrued by an employee.

15 **7.2. Use of Sick Leave.**

16 A. Sick leave may be used in one-quarter (1/4) hour increments at the discretion of the
17 employee's immediate supervisor.

18 B. Sick leave shall be paid on account of the following reasons:

19 1. Employee's illness; provided, that an employee who suffers an occupational
20 illness may not simultaneously collect sick leave and worker's compensation payments in a total
21 amount greater than the net regular pay of the employee;

22 2. The employee's incapacitating injury, provided that:

23 a. An employee injured on the job may not simultaneously collect sick
24 leave and worker's compensation payments in a total amount greater than the net regular pay of the
25 employee;

26 b. An employee may not collect sick leave for physical incapacity due
27 to any injury or occupational illness which is directly traceable to employment other than with the
28 County.

1 3. A female employee's temporary disability caused by or contributed to by
2 pregnancy and childbirth.

3 4. Employee exposure to contagious diseases and resulting quarantine;

4 5. Employee keeping medical, dental, or optical appointments; provided, that
5 the employee's appointing authority has approved the use of sick leave for such appointments;

6 6. Sick leave may be used to care for family members of an employee in
7 accordance with Section 7.9.

8 7. As otherwise required by law, including the Washington Family Care Act.

9 **7.3. Exhaustion of Sick Leave.** An employee who has exhausted all of his/her sick leave
10 may use accrued vacation leave as sick leave before going on leave of absence without pay, if
11 approved by his/her Section Manager.

12 **7.4. Administration.** Division management is responsible for the proper administration of
13 sick leave benefits. Verification from a licensed health care provider may be required to substantiate
14 the health condition of the employee or family member for leave requests. In cases where
15 management has documentation to support a history of excessive or patterned absenteeism, an
16 employee may be put on written notice by the Section Manager, that for a period not to exceed six (6)
17 months, requests for compensation under Article 7 Sick Leave must be accompanied by proof of
18 need. This section will be utilized in a consistent manner for similarly situated bargaining unit
19 employees throughout the Division.

20 **7.5. Cancellation of Sick Leave.** Separation from County employment, except by retirement
21 or death, shall cancel all sick leave currently accrued to the employee.

22 **7.6. Restoration of Sick Leave.** Should an employee resign in good standing or be recalled
23 from layoff and return to the County within two (2) years, accrued sick leave shall be restored.

24 **7.7. Disability.** Accrued sick leave may be used for absence due to temporary disability
25 including that caused or contributed to by pregnancy. For leaves that are requested and approved
26 pursuant to the King County Family and Medical Leave Ordinance (KCFML) and Section 7.9, there
27 shall be no requirement to exhaust accrued sick leave prior to taking a leave of absence for such
28 disability.

1 **7.8. Pay-out.** Employees eligible to accrue sick leave, who have successfully completed at
2 least five (5) years of County service, and who retire as a result of length of service or who terminate
3 by reason of death, shall be paid or their estates paid or as provided for by RCW Title 11, as
4 applicable, an amount equal to thirty-five (35) percent of their unused, accumulated sick leave
5 multiplied by the employee's rate of pay in effect upon the date of leaving County employment less
6 mandatory withholdings. All payments shall be made in cash, based on the employee's base rate, and
7 there shall be no deferred sick leave reimbursement. The pre-tax dollars may be applied to the
8 purchase of County health insurance at the COBRA rates. If the bargaining unit elects to adopt a
9 Voluntary Employee Benefits Association (VEBA) as provided by the King County Code, such
10 adoption will supersede the sick leave cash out described in this section.

11 **7.9. Family Care Leave.** To the extent allowed by County ordinance, state and/or federal
12 law, an employee may choose to use accrued paid leave to care for a family member as set forth
13 below. Use of sick leave or other paid leave to care for a family member shall be known as Family
14 Care Leave (FCL). This section does not create any additional leave benefits beyond that which is
15 guaranteed by County ordinance, state and federal law.

16 **A. Care for a Child.** An employee may use FCL to provide treatment or supervision
17 for his/her child with a health condition requiring treatment or supervision.

18 **1.** For purposes of this Section, "child" means a biological, adopted,
19 foster child, a child to which the employee stands in loco parentis, a stepchild, a legal ward of the
20 employee or the employee's spouse or domestic partner who is under eighteen (18) years of age, or
21 eighteen (18) years of age or older and incapable of self-care because of a mental or physical
22 disability.

23 **2.** Health condition requiring treatment or supervision includes:

24 **a.** Any medical condition requiring treatment or medication
25 that the child cannot administer;

26 **b.** Any medical or mental health condition which would
27 endanger the child's safety or recovery without the presence of a parent or guardian; or

28 **c.** Any condition warranting treatment or preventive care such

1 as physical, dental, optical or immunization services, when a parent must be present to authorize and
2 when sick leave may otherwise be used for the employee's own preventive health care.

3 **d.** Verification of the child's health condition from a licensed
4 physician may be required for any requested sick leave absence to care for a child.

5 **B. Care for Other Family Members.** An employee may use FCL to provide care for
6 a spouse or domestic partner, parent, parent-in-law, or grandparent who has a serious health condition
7 or an emergency condition.

8 **1.** Serious health condition is defined as an illness, injury, impairment, or
9 physical or mental condition that involves any period of incapacity or treatment connected with
10 inpatient care in a hospital, hospice, or residential medical facility, and any period of incapacity or
11 subsequent treatment or recovery in connection with such inpatient care; or continuing treatment by
12 or under the supervision of a health care provider or a provider of health care services and which
13 includes any period of incapacity.

14 **2.** Emergency condition means a health condition that is sudden, generally
15 unexpected occurrence of set of circumstances related to one's health demanding immediate action,
16 and is typically very short-term in nature.

17 **3.** Verification of the family member's health condition from a licensed
18 physician may be required for any requested leave of absence for the purposes stated herein.

19 **7.10. Family and Medical Leave (FML).** Employees covered by this Agreement are
20 entitled to leave for the employee's own health condition, or for family care, as provided by KCFML
21 and administered in accordance with the Personnel Guidelines; except, the following provisions shall
22 apply:

23 **A. Eligibility.** Employees will be eligible for FML if during the twelve (12) month
24 period preceding the leave they have been compensated for a minimum of one thousand-forty (1040)
25 hours (40-hour work week employees). For purposes of FML eligibility, compensated hours shall
26 include non-overtime hours worked, paid vacation, paid sick leave, and paid holidays.

27 **B. Seniority.** Seniority shall accrue in accordance with Section 15.1.D while an
28 employee is on FML.

1 **C. Leave for Work Injury or Illness.** An employee who is receiving time loss
2 benefits and is unable to work due to a work injury or illness, and who has exhausted eligibility for
3 paid health insurance through sick leave, vacation leave, and FML, will receive paid health insurance
4 benefits for up to twelve months from the date the employee is unable to work; however, nothing in
5 this Section shall preclude the County from initiating a medical separation prior to twelve months if
6 there is no expectation the employee can return to any County job. The County agrees to distribute a
7 copy of the County's Transitional Duty for Employees with Temporary Medical Restrictions Policy
8 (Executive Order #PER 22-6 (AEP), dated July 1, 2004), incorporated herein by reference, to each
9 bargaining unit employee within thirty (30) days of the implementation of this Agreement. New
10 bargaining unit employees will receive a copy upon hire.

11 **7.11. Care for Family Members Use of Sick Leave (for absences not covered by Sections**
12 **7.9. or 7.10.).** Employees eligible for sick leave shall be entitled to use and shall normally have
13 approved sick leave for family care under these and similar circumstances.

14 1. When the employee certifies that no other person is available and capable of
15 providing care of the ill or injured family member.

16 2. For accompanying or transporting immediate family members to medical or
17 dental appointments, providing the immediate family member is a minor child, is infirm, or cannot
18 reasonably get to and from the appointment without the employee's aid.

19 3. A maximum of three (3) days of family care sick leave may be permitted for
20 each occurrence. No more than six (6) days of family care sick leave may be used in any one calendar
21 year. Each request for family care sick leave must be verified in writing. This verification should
22 include: (1) relationship of immediate family member and (2) statement of need for care or
23 attendance.

24 4. Up to one (1) day of sick leave may be used by an employee for the purpose
25 of being present at the birth of his/her child and on the day the child's mother is released from the
26 hospital. Vacation or compensatory time off may be approved if additional time off is necessary.

27 5. The supervisor may require a physician's verification of any employee's
28 need for family care sick leave.

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6. For the purposes of this section, "immediate family" shall be construed to mean persons related to an employee by blood or marriage or legal adoption as follows: spouse or domestic partner, child of employee, employee's spouse or employee's domestic partner, grandmother, grandfather, grandchild, parent of the employee, brother, sister, and any persons for whose financial or physical care the employee is principally responsible.

7. To the extent that applicable local, state, and federal laws provide more extensive benefits for use of sick leave for family care, the Union and the Employer agree that the applicable law shall prevail.

7.12. Time not charged against Sick Leave. In the application of any of the foregoing provisions, when a holiday or regular day off falls within the prescribed period of absence, it shall not be charged against the employee's sick leave.

1 **ARTICLE 8: MISCELLANEOUS LEAVES**

2 **8.1. Donation of Vacation and Sick Leave Hours.**

3 **A. Vacation Leave Hours.** Any regular, or term-limited temporary employee who
4 has completed at least one (1) year of service may donate to any other regular or term-limited
5 temporary employee a portion of his or her accrued vacation for the purpose of supplementing the
6 sick or family leave benefits of the receiving employee.

7 1. Donated vacation hours shall be converted to a dollar value based upon the
8 donor's straight time rate.

9 2. Vacation donations are strictly voluntary. Employees are prohibited from
10 offering or receiving monetary or any other compensation in exchange for donating vacation hours.
11 The number of hours donated shall not exceed the donor's accrued vacation credit as of the date of
12 the request.

13 3. Donated vacation hours must be used within ninety (90) calendar days.
14 Donated hours not used within ninety days or due to the death of the receiving employee shall revert
15 to the donor.

16 4. Donated vacation hours are excluded from vacation payoff provisions.

17 **B. Sick Leave Hours.** Any regular, probationary or term-limited temporary employee
18 whose sick leave accrual balance exceeds one hundred (100) hours may donate to any other regular,
19 probationary or term-limited employee a portion of his or her accrued sick leave upon written notice
20 to the donating and receiving employees' department director(s). Sick leave hour donations are
21 strictly voluntary. No employee may donate more than twenty-five (25) hours of his/her accrued sick
22 leave in a calendar year.

23 1. Donated hours shall be converted to a dollar value based upon the donor's
24 straight time hourly rate.

25 2. Employees are prohibited from offering or receiving monetary or any other
26 compensation in exchange for donating sick leave hours.

27 3. Donated sick leave hours must be used within ninety (90) calendar days.
28 Donated hours not used within ninety days or due to the death of the receiving employee shall revert

1 to the donor.

2 4. Donated sick leave hours are exempt from sick leave payoff provisions.

3 **8.2. Bereavement.**

4 A. Regular, probationary and term-limited temporary employees shall be entitled to
5 three (3) working days of bereavement leave per instance due to death of members of their immediate
6 family.

7 B. Regular, probationary and term-limited temporary employees who have exhausted
8 their bereavement leave shall be entitled to use sick leave in the amount of up to three working days
9 for each instance when death occurs to a member of the employee's immediate family.

10 C. For purposes of this Section, a "working day" refers to all of the hours an
11 employee is scheduled to work on the day of bereavement leave.

12 D. In the application of any of the foregoing provisions, when a holiday or regular day
13 off falls within the prescribed period of absence, it shall not be charged against the employee's sick
14 leave or bereavement account.

15 E. For the purposes of this subsection, "immediate family" shall be construed to mean
16 persons related to an employee by blood or marriage or legal adoption as follows: spouse or domestic
17 partner, child of employee, employee's spouse or employee's domestic partner, grandmother,
18 grandfather, grandchild, parent of the employee, brother, sister, and any persons for whose financial
19 or physical care the employee is principally responsible, son-in-law, daughter-in-law, father-in-law
20 and mother-in-law, or an individual who stood in loco parentis to the employee, the employee's
21 spouse or employee's domestic partner.

22 **8.3. School Volunteer Leave.** An employee eligible for sick leave accrual may use up to
23 three (3) days of sick leave per year for the purpose of volunteering at the employee's children's
24 school. The employee must obtain advance approval for such leave.

25 **8.4. Leave of Absence for Union Work.** An employee elected or appointed to office in a
26 local of the Union which requires a part or all of his/her time shall be given leave of absence without
27 pay upon application.

28 **8.5. Jury Duty.** If a regular, probationary employee or a temporary (including term-limited

1 temporary) employee, including a seasonal worker, who is employed at least half (1/2) time is called
2 for jury duty, then the employee will be entitled to regular pay for all work hours that the employee
3 misses due to jury duty. The employee should deposit his or her jury duty fees, excluding mileage,
4 with the Finance Division. Employees must contact their supervisor when dismissed from jury duty
5 during regularly scheduled working hours and may be required to report back to work.

6 **8.6. Leave Examinations.** An employee eligible for paid leave will be entitled to necessary
7 time off with pay for the purpose of participating in County qualifying or promotional examinations.
8 This will include time required to complete any required interviews.

9 **8.7. Military Leave.** A leave of absence for active military duty or active military training
10 duty will be granted to eligible employees in accordance with applicable provisions of state and/or
11 federal law; provided, that a request for such leave shall be submitted to the manager/designee in
12 writing by the employee and accompanied by a validated copy of military orders ordering such active
13 duty or active training duty.

14 **8.8. Leaves of Absence Without Pay.** Employees may request a leave of absence without
15 pay by presenting a written request to their immediate supervisor along with any supporting
16 documentation. The decision to grant a leave of absence without pay shall be at the discretion of the
17 County.

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1 **ARTICLE 9: WAGE RATES AND OVERTIME**

2 **9.1. Addendum A.** Wage rates for the term of this Agreement will be in accordance with
3 classifications and wage rates listed in Addendum A which is a part of this Agreement.

4 **9.2. Steps.** All regular and term-limited temporary employees who are not at Step 10 will
5 advance to the next higher step on the salary range on January 1 of each year of the Agreement.
6 Regular employees employed as .67 FTEs who are not on Step 10 will receive a step increase on
7 January 1, if working, or when they return to work status. Effective January 1, 2005, regular
8 (including regular .67 FTEs) and term-limited temporary employees will progress through the
9 assigned wage range at the rate of two (2) steps per year. In the event the employee is at Step 9 on
10 December 31, he/she shall receive a one step increase on January 1 or when they return to active work
11 status during the calendar year.

12 Effective January 1, 2005, regular employees will be hired in at step two (2) of the applicable
13 salary range and progress two (2) steps every year thereafter.

14 Effective January 1, 2009, the County will classify Parks seasonal employees as Parks
15 Specialist I at Range 35. Returning seasonal employees will be placed on the squared salary table at
16 the step closest to what would have been their salary under the previous salary rate. Seasonal
17 employees will be hired in at step 2 of the applicable salary range and progress two (2) steps every
18 2080 hours thereafter up to step 10.

19 **9.3. Wage Adjustments.**

20 **A.** Effective January 1, 2008, all rates of pay in effect on December 31, 2007, will be
21 increased by 2.49 percent.

22 **B.** Effective January 1, 2009, all rates of pay in effect on December 31, 2008, will be
23 increased by a percentage equal to ninety percent (90%) of the increase in the CPI-W, All Cities
24 Index, September 2007 – September 2008, provided that the increase shall not be less than two
25 percent (2%) nor greater than six percent (6%).

26 **C.** Effective January 1, 2010, all rates of pay in effect on December 31, 2009, will be
27 increased by a percentage equal to ninety percent (90%) of the increase in the CPI-W, All Cities
28 Index, September 2008 – September 2009, provided that the increase shall not be less than two

1 percent (2%) nor greater than six percent (6%).

2 D. In 2010, the parties will reopen negotiations solely for the purpose of negotiating
3 any COLAs for 2011, 2012 and 2013.

4 **9.4. Lead Worker.** An employee designated in writing by the Section Manager/designee as
5 “lead worker” shall receive a seven and a half percent (7.5%) premium in addition to the base wage
6 for all time so assigned.

7 A. Parks Specialist II lead assignments will be established based on the following
8 criteria:

9 1. Satellite office with multiple fulltime or seasonal employees (lead plus two
10 or more)

11 2. Large special events

12 3. Weekends and weekdays without Parks Specialist III on duty (one lead only
13 per district on any day)

14 4. No lead assignments during probationary period.

15 5. All prospective leads will satisfactorily complete Supervisor training prior
16 to assignment.

17 6. As approved by the Section Manager, lead assignment may rotate among
18 crew members of good standing and performance and provide seven day coverage at satellite offices.
19 Example: if being coached for tardiness or work performance, an employee will not be considered
20 for lead until six months after coaching has ended.

21 7. Lead assignments will be at the discretion of the Section Manager.

22 B. An Operating Engineer assigned to oversee summer pools operation will receive
23 lead pay for the duration of the summer assignment.

24 **9.5. On-call.** All employees required in writing by the Section Manager/designee to carry
25 notification devices (pagers or “beepers”, or cell phones) during their normally scheduled time off
26 shall be compensated at the hourly rate of seventy-five cents (\$0.75) for all time spent while so
27 assigned.

28 **9.6. Schedule Change.** All hours worked by an employee required to work a special

1 schedule or to change his/her shift, absent five (5) work days advance written notice as provided in,
2 Section 10.3, shall be compensated as overtime at one and one-half (1-1/2) times the regular rate of
3 pay; provided, however, in a case where snow removal, flood control, and/or sanding operations have
4 been anticipated and "alert" or "standby" status advance warning has been given or in a case where a
5 special schedule is needed to respond to conditions or circumstances beyond the control of the
6 County, overtime pay shall not be required under this Section; provided further, an employee who
7 voluntarily accepts a training opportunity with less than five (5) days notice of a schedule/shift change
8 shall not be eligible for overtime under this Section.

9 **9.7. Licenses and Certifications.** Employees who are required to have hazardous materials
10 handling, commercial drivers, boiler operator, pesticide, refrigeration, or other licenses or certificates,
11 except driver's licenses, to perform their jobs, will be reimbursed for the cost of maintaining these
12 documents, licenses or certificates.

13 **9.8. Overtime Thresholds.** Employees on a five (5) day schedule shall be paid at the rate of
14 time and one-half (1-1/2) for all compensated hours in excess of eight (8) in one day, exclusive of
15 lunch period, or forty (40) in one week. Employees on a four (4) day schedule shall be paid at the rate
16 of time and one-half (1-1/2) for all compensated hours in excess of ten (10) in one day, exclusive of
17 lunch period, or forty (40) in one week. Employees shall be paid at the rate of one and one-half (1-
18 1/2) times their regular rate of pay for all regularly scheduled hours worked during the nine (9) hour
19 period following the end of the employee's previous shift, unless a higher rate applies.

20 **9.9. FLSA Workweek.** The workweek shall be as determined by the County to comply with
21 Fair Labor Standards Act (FLSA) provisions.

22 **9.10. Overtime Rate.** Overtime shall be compensated for in cash at one and one-half (1-1/2)
23 times the regular rate of pay except as provided in Section 9.12.

24 **9.11. Authorization for Overtime.** All overtime shall be authorized in advance by the
25 Section Manager or his/her designee in writing, except in emergencies. Saturday and Sunday work is
26 not overtime when it is a regularly scheduled work day for the individual crew unless required by the
27 FLSA.

28 **9.12. Compensatory Time Off.**

1 A. There shall be no practice of compensatory time off unless requested by the
2 employee and agreed to by the Section Manager/designee.

3 B. Compensatory time off shall be earned at the rate of one and one-half (1-1/2) times
4 the regular rate.

5 C. A maximum of eighty (80) hours of compensatory time may be accumulated.
6 Accrued compensatory time shall be expended within one (1) year from the date when it is earned, or
7 it will be compensated for in cash at the regular rate of pay.

8 D. Notwithstanding Section 9.12.C above, compensatory time off shall be scheduled
9 at a time that does not unduly disrupt the operations of the division.

10 **9.13. Call Out.**

11 A minimum of four (4) hours at overtime rate shall be allowed for each call out. Where such
12 overtime exceeds four (4) hours, the actual hours worked shall be allowed at the overtime rate.

13 **9.14. Emergency Work.** Emergency work at other than the normal scheduled working hours
14 or special scheduled working hours will be compensated as overtime, and in the event this emergency
15 or specially scheduled work is accomplished prior to the normal working hours and the employee
16 subsequently works his regular shift, his regular shift shall be compensated at regular pay.

17 **9.15. Assignment of Overtime.** Overtime will be assigned on a voluntary basis with the
18 regular employees having first option to work such overtime. Overtime shall be divided and rotated
19 as equally as possible among those employees who desire to work overtime and who normally
20 perform such work. If the County is unable to secure volunteers from among regular employees it
21 reserves the right to assign overtime beginning with the least senior employee who is qualified to
22 perform the work.

23 **9.16. Definition of Hours Worked.** For purposes of this Article "hours worked" means all
24 compensated hours.

25 **9.17. Supported Employment Program.** All Parks Specialist I (supported employees) shall
26 be paid at seventy-five percent (75%) of the appropriate step in Range 35, effective January 1, 2005.
27 If the County reclassifies any supported employees in the bargaining unit, the parties agree to
28 negotiate the impacts. If such negotiations result in an increase in wages they will be effective

1 January 1, 2008, unless mutually agreed otherwise.

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1 **ARTICLE 10: HOURS OF WORK-TRANSFERS-SPECIAL EVENTS-CAPITAL**
2 **PROJECTS**

3 **10.1. Normal Workweek.** The normal work week shall consist of five (5) consecutive work
4 days not to exceed eight (8) hours each to be completed in a nine (9) hour period and not to exceed
5 forty (40) hours per week; provided, that split shifts will not be scheduled except by consent of the
6 employee; provided further, that employees will not be required to work both Saturday and Sunday,
7 except in cases of emergency, unless Saturday and Sunday work is a part of a normal work schedule.

8 **10.2. Alternative Work Arrangements.**

9 **A. Alternative and Flex Schedules.** The County agrees in principle to the concept
10 that alternative work schedules/flex time for individual employees should be considered and may be
11 utilized if mutually agreed upon by the employee and the Section Manager. Requests for alternative
12 work schedules/flex time submitted on the proper form will be considered and evaluated in terms of
13 the best interests of both the County and the employee. The request will be acted on and returned to
14 the requesting employee. All alternative schedules shall be reduced to writing with copies to the
15 Union and the County.

16 **B. Work from Home.** Telecommuting must be approved in advance by the Section
17 Manager, PM III, or Supervisor III.

18 **10.3. Multiple Shifts.** Should it become necessary to schedule employees for shifts
19 extending beyond 6:00 p.m., the shift(s) will be offered to volunteers. If the County is unable to
20 secure volunteers, the shift(s) will be assigned to the employees in the district with the least seniority.

21 **10.4. "Utility Worker" Schedule.** When merging the former Utility Worker and
22 Maintenance Specialist II into the Parks Specialist II class specification, the parties agree to retain the
23 existing Utility Worker schedule of a forty (40) hour, Monday through Friday, workweek.

24 **A.** A Parks Specialist II, when working as a Utility Worker, will work Monday
25 through Friday, with forty (40) hours being the full-time schedule.

26 **B.** A Parks Specialist II assigned as a Utility Worker to a District or to the mow crew
27 will not cause a Parks Specialist II assigned as a Maintenance Specialist II in the same District or to
28 the mow crew, to lose the schedule to which he/she was assigned prior to the placement of the Utility

1 Worker.

2 **10.5. Special Schedules.** The supervisors and lead workers may change the scheduled hours
3 and provide special schedules for special operations such as snow removal, flood control and sanding
4 operations, and other special schedules such as watchmen or other personnel on special activities;
5 provided, however, special clothing and special equipment will be made available for special
6 operations.

7 **10.6. Notice for Special Schedules or Shift Change.** Normally, at least five (5) working
8 days advance notice shall be given the employee prior to the commencement of a special schedule or
9 shift change, except in the case where snow removal, flood control and sanding operations may be
10 anticipated, in which case an "alert" or "stand-by" status advance warning is sufficient.

11 A. An employee who works performing tasks considered "special operations" as
12 defined above will have such experience recognized by a letter placed in the personnel file of the
13 employee with a copy to the employee. Shift changes shall not be used to circumvent overtime pay.

14 **10.7. Shift Start for Operating Engineers.** Schedule for Operating Engineers shall be paid
15 at the rate of one and one-half (1-1/2) times their regular rate of pay for any hours worked prior to
16 5:00 a.m. unless the earlier starting time has been requested for the convenience of the employee and
17 approved by the Section Manager or if mutually agreed upon by the employee and Section Manager
18 in which case no premium rate shall be paid for hours worked before 5:00 a.m.

19 A. Cleaning schedules shall be established by the Section Manager in consultation
20 with the Operating Engineer(s) assigned to the pool.

21 **10.8. Safety Meetings.** Where regular safety meetings are conducted, employees will be
22 released from work with pay to attend.

23 **10.9. Release From Duty.** If an employee is scheduled to work but no work exists, the
24 County must notify the employee at least two (2) hours prior to the beginning of the normal shift or a
25 four (4) hour minimum pay will prevail.

26 **10.10. Definition of Hours Worked.** For purposes of this Article, "hours worked" shall
27 mean all compensated hours.

28 **10.11. Promotions.** Promotions shall be made in accordance with the Personnel Guidelines.

1 Any regular employee who is promoted within the County and does not successfully complete the
2 probationary period may elect to return to his/her former bargaining unit classification within six (6)
3 months. If there is a vacant position within the classification, the employee electing to return must
4 accept the vacant position. If no vacancy exists, the employee may bump the least senior FTE in
5 his/her former classification. This provision shall not preclude the employee from utilizing his/her
6 seniority rights to transfer to another position in the next transfer process.

7 **10.12. Transfers.** Prior to the initiation of any competitive process to fill a vacant bargaining
8 unit position, any member of the bargaining unit holding the same classification as that of the vacant
9 position shall be given the opportunity to make a lateral transfer to the vacant position. Transfer
10 requests made by employees who have been disciplined in the previous six (6) months are subject to
11 management approval. The employee must be notified in writing at the time of discipline that
12 transfer requests are subject to management approval.

13 Such lateral transfers shall be accomplished in the following manner.

14 A. Transfer opportunities shall be widely announced to bargaining unit employees via
15 email and posted by PS IIIs at all work sites at least fourteen (14) calendar days in advance of the
16 selection. Transfer opportunities also will be discussed at LMC meetings.

17 B. Following the closing date of the announcement, management and at least one (1)
18 union representative shall meet to review the transfer requests received and determine the placement
19 of applicants on the basis of classification seniority.

20 C. Selection qualifications may be added to a position announcement upon mutual
21 agreement of management and the union, where the unique characteristics of a vacant position would
22 justify such selective qualification requirements. Exceptions to seniority may be made in cases where
23 a transfer applicant does not meet the minimum requirements for the vacant position.

24 D. The winning bidder(s) shall be advised in writing of their selected position within
25 five (5) working non-holiday days of selection. A revised organizational chart shall be distributed to
26 all employees via e-mail, and shall be posted at all shops.

27 E. Although employees in a probationary status are not entitled to transfer,
28 Management will consider transfer requests from probationary employees on a case by case basis.

1 Where applicable, probationary employees being displaced as a result of Division reorganization or
2 reduction-in force may submit transfer requests.

3 **10.13. Special Events Staffing.**

4 A. In an effort to limit costs, these principles will guide the staffing plan for special
5 event(s). For purposes of this Section, special events are defined as those having an event
6 producer/sponsor and having a site plan for the special event. The King County Fair is specifically
7 excluded. District refers to any district, business unit, aquatics facility or other such organizational
8 structure within which a special event occurs for which this procedure applies.

9 1. District staff will not be displaced.

10 2. Adequate supervision of people will be supplied by Parks staff.

11 3. Parks staff or other adequately trained people will perform critical functions
12 such as traffic control or aquatic facility set-up.

13 4. There are certain key functions which need to be performed by Parks staff
14 or other adequately trained people. These include, but are not limited to, supervision of facilities
15 maintenance, traffic control at critical inter-sections, aquatic facility set-up, oversight of parking and
16 maintenance and relief for these functions.

17 5. Overtime will be offered first to regular Parks district employees before
18 being offered to Parks district's seasonal employees.

19 6. Overtime for Parks staff from outside of the district will be offered first to
20 regular employees before being offered to seasonal employees and will be scheduled according to the
21 staffing plan. A seniority wheel shall be established by the LMC on an annual basis for employees
22 from outside the district for purposes of this sub-section.

23 a. Work offered to Parks employees outside of the district the event is
24 being held will be offered to Parks staff who are qualified to perform the work.

25 b. Nothing contained in this Section will preclude the Recreation staff
26 employees from assisting with "put ups" and "take downs" during the event or from performing
27 duties as necessary to insure the success of the event.

28 B. The following steps will be followed when an event producer/sponsor uses its

1 people to assist Parks employees with litter/garbage control at special events.

2 1. The event producer/sponsor will submit a detailed plan to the site PS III
3 within thirty calendar (30) days of the event. The plan will define how its people will be utilized, the
4 number of people the event producer/sponsor will supply and the number of hours they will work in a
5 shift.

6 2. The PS III shall develop a staffing plan.

7 3. The site PS III will submit to the Section Manager the staffing and the cost
8 of providing extra coverage and will coordinate with the recreation section to prevent scheduling
9 conflicts.

10 4. Available regular Parks employees can be pulled from other districts to
11 work special events if the event producer/sponsor people fail to show up. Regular Parks employees
12 will be given a five (5) day notice before each event that a change in work site may be necessary.

13 C. Should an event producer/sponsor request the use of non-paid volunteer staff, the
14 following will occur.

15 1. A written plan shall be provided to the PS III/aquatics staff in charge of the
16 event location.

17 2. The number of Parks staff necessary to work the event will be identified by
18 the PS III/aquatics staff.

19 3. The number of positions will be identified by the PS III/aquatics staff and
20 provided to the event producer/sponsor.

21 4. The event producer/sponsor will provide a list of volunteers to the PS III at
22 least fourteen calendar (14) days in advance and arrange for them to attend orientation and training
23 session(s).

24 5. Following the orientation, the PS III/aquatics staff will determine if they are
25 acceptable and qualified to perform the work.

26 6. The PS III/aquatics staff may request the Section Manager to assign
27 additional Parks staff to the event.

28 D. For events at aquatics facilities, a site plan will be prepared with the event host

1 prior to the event covering the necessary pool, deck, media set-up and room set-up as well as required
2 equipment, etc.

3 E. Should there be a conflict between the County and the Union regarding an event,
4 appropriate Management and Union representatives will meet as soon as possible to resolve the
5 conflict.

6 **10.14. Capital Projects:** The parties agree that the bargaining unit employees will get the
7 first opportunity to perform small capital project work that is within the scope of the bargaining unit's
8 historical work. Small capital projects are defined by law.

9 A. Bargaining unit employees assigned to small capital project work will receive
10 training, if necessary, including required certifications and licenses, to perform the work. In the event
11 that an employee is not qualified to perform the work, but another employee is qualified to do the
12 work, the employee that is qualified will be assigned to the project.

13 B. The parties agree to identify work in large Parks Division capital projects that are
14 within the scope of the bargaining unit's historical work that will be assigned to bargaining unit
15 employees; provided, the work can be performed within time constraints and budget.

16 C. If the parties determine the bargaining unit is unable to perform the work within
17 the time constraints and budget, the parties agree the County can contract the work. Provided further,
18 the project work is assigned as regular work and the assignment of the work does not adversely affect
19 the regular maintenance work of the bargaining unit unless it is necessary to accomplish the terms of
20 Section 14.12.

21 D. PS IIIs or OEs will provide the oversight of bargaining unit employees assigned to
22 CIP projects within their work units.

23 E. The Labor-Management Committee, or sub-committee thereof, will address and
24 resolve issues arising with the small and large capital projects.

1 **ARTICLE 11: MEDICAL, DENTAL AND LIFE INSURANCE**

2 11.1. The County shall maintain the current level of benefits under its medical, dental, vision
3 and life insurance programs during the life of this Agreement subject to modification by the Joint
4 Labor-Management Insurance Committee (JLMIC) as provided in Section 11.3.

5 11.2. The JLMIC shall be comprised of representatives from the County and the King County
6 Labor Coalition whose function shall be to review, study, and make recommendations relative to
7 existing medical, dental, and life insurance programs.

8 11.3. The Union and the County agree to incorporate changes to employee insurance benefits
9 which the County may implement as a result of the agreement of the JLMIC.

10 11.4. Regular, probationary and term-limited temporary employees are eligible for benefits
11 under this Article.

1 **ARTICLE 12: MISCELLANEOUS**

2 **12.1. Mileage Reimbursement.** All employees who have been authorized to use their own
3 transportation on County business shall be reimbursed at the rate established by the County Council.

4 **12.2. Classification Specifications.** The County shall furnish the Union with classification
5 specifications for all classifications in the bargaining unit on written request. The County will notify
6 the Union of proposed revisions to the classification specifications and the County and the Union
7 shall meet to review the proposed revisions prior to implementation upon written request of the
8 Union.

9 **12.3. Job Descriptions.** The Parks Division shall furnish the Union with job descriptions
10 describing the function, scope and complexity of specific positions and the knowledge, abilities and
11 qualifications for the positions.

12 **12.4. Uniforms.** Uniforms and their replacement, excluding maintenance, the County
13 requires employees to wear while on duty shall be paid for by the County. A division-wide employee
14 committee shall be convened to review and revise the Parks uniform policy, as appropriate. The
15 employee committee shall develop recommendations for uniform attire, within established funding
16 allocations. The uniform policy and any subsequent changes thereto which affect bargaining unit
17 members must be approved by the Labor-Management Committee. In the event agreement is not
18 reached on a division-wide uniform policy, the Union and management may consider implementing a
19 uniform policy for bargaining unit members.

20 **12.5. Protective Clothing.** The County will continue to provide protective clothing, boots,
21 and accessories in accordance with current bargaining unit practice.

22 **12.6. Training.** The County recognizes the mutual benefit to be attained by affording
23 training opportunities to employees relating to their job duties and shall provide information and
24 access to training opportunities, within budgeted appropriations. The training opportunities shall be
25 guided by, but not limited to, the overall objectives of encouraging and motivating employees to
26 enhance their personal capabilities in performance of their jobs. All employees shall have equal
27 access to training. The County may provide employees release time to attend training programs that
28 will be beneficial to their job performance. Notice of all such training opportunities which

1 management deems appropriate will be made available to all employees in writing. If the County
2 requires attendance at such training programs, the County will pay the expenses incurred.

3 **12.7. Procedures Changes.** Changes in written procedural guidelines or other work rules or
4 regulations will be implemented only upon written notification of revisions to the Union. If an
5 employee complies with an oral supervisor directive to violate a written instruction, regulation, rule,
6 or guideline, the employee will not be held responsible for the violation.

7 **12.8. Meet and Confer.** Matters of common concern to the parties will be the subject of a
8 meet and confer discussion upon request of either Section Manager or Union Representative. Such
9 meetings will be scheduled at the mutual convenience of both parties.

10 **12.9. Labor-Management Committee (LMC).** LMC meetings will be held on at least a
11 quarterly basis. The purpose will be to deal jointly with issues and to maintain and improve labor-
12 management relations. The LMC does not have the authority to hear active grievances or circumvent
13 the grievance process contained within this Agreement. Further, the LMC is authorized to bargain
14 pursuant to a specific provision contained in this Agreement, or upon agreement by the parties'
15 authorized bargaining agents who shall be present when bargaining. LMC meeting agendas and
16 minutes from the prior meeting shall be distributed to LMC members at least three (3) working days
17 in advance of the meeting. The jointly approved minutes shall stand as the official record of actions
18 and decisions made by the LMC, utilizing the format shown in Addendum B. Agenda items shall be
19 submitted by both Union and the County and shall be limited to items of a group, rather than an
20 individual, interest and concern.

21 **12.10. Union Notification.** When a significant change in work processes or methods is
22 contemplated, the Union will be notified in writing. Except in emergencies, changes in work
23 processes must be discussed at the LMC before they are implemented.

24 **12.11. Bus Passes.** Regular and Term-Limited Temporary employees are eligible for a bus
25 pass and other benefits of the King County Employee Transportation Program.

26 **12.12. Performance Feedback System.** The Parks Division intends to develop a
27 performance feedback system in an effort to promote open and constructive two-way communication
28 and to promote employee growth and development. Local 925 shall appoint representatives to serve

1 on a division-wide committee to develop the performance feedback system. The performance
2 feedback system and details of implementation must be approved by the LMC.

3 **12.13. Payroll Process Change.** If during the life of this Agreement the Council or
4 Executive adopts a biweekly payroll plan, the parties agree to adopt the plan.

5 **12.14. Transitional Duty Policy** The parties agree that orientation about the transitional duty
6 policy will be provided to all bargaining unit employees during an already scheduled meeting within
7 six (6) months of implementation of this Agreement.

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1 **ARTICLE 13: DISPUTE RESOLUTION PROCEDURES**

2 **13.1. Purpose.** King County recognizes the importance and desirability of settling grievances
3 promptly and fairly in the interest of continued good employee relations and morale. The following
4 process is outlined to accomplish this. Every effort will be made to settle grievances at the first level
5 of supervision.

6 **13.2.** Employees will be unimpeded and free from restraint, interference, coercion,
7 discrimination or reprisal in seeking adjudication of their grievances.

8 **13.3. Definitions.**

9 A. Grievance - An alleged violation of the employee's rights, benefits or conditions of
10 employment as contained in this Agreement.

11 B. Institutional Grievance - A violation alleged by the Union or the County related to
12 interpretation or application of this contract.

13 **13.4. Procedure.**

14 A. **Step 1.** A grievance shall be presented by the affected employee and his/her union
15 representative, if the employee wishes, to the employee's immediate supervisor within twenty-one
16 (21) calendar days of the event which gives rise to the grievance. The immediate supervisor shall
17 work with the employee and the Union representative to investigate and attempt to resolve the
18 grievance within twenty-one (21) calendar days after the employee contact. Any grievance not
19 presented in writing to the next level of this procedure, within the time limits contained in this
20 procedure, shall be presumed resolved. A record of the grievance and its resolution shall be kept on a
21 form mutually acceptable to the County and the Union.

22 B. **Step 2.** If a grievance cannot be resolved at Step 1, the matter may be referred to
23 the Division Director for resolution. To be considered timely, this referral must occur within fourteen
24 (14) calendar days of the denial of the grievance at Step 1. The referral shall be in writing from the
25 Union and shall describe the specific event(s) giving rise to the grievance, the Section(s) of the
26 Agreement allegedly violated, and the remedy sought.

27 1. The Division Director or his/her designee, the employee, and the Union
28 representative will work to resolve the grievance within thirty (30) days of its referral to Step 2.

1 During this process, mediation may be used with the agreement of the Division Director and the
2 Union representative. If mediation is agreed to, a mediator will be selected from a mutually agreeable
3 source.

4 2. If the Union representative, the employee, and the Division Director are
5 unable to reach agreement resolving the grievance, the decision of the Division Director shall be
6 presented to the employee and the Union in writing within fourteen (14) calendar days of the Step 2
7 meeting.

8 **C. Step 3.** The Union shall have fourteen (14) calendar days from the issuance of the
9 Step 2 response to advance the grievance to Step 3, otherwise the grievance shall be presumed to be
10 resolved. The Union's request to advance the grievance to Step 3 must be made in writing to the
11 Director of the Human Resources Division, copying the issuer of the Step 2 response and the Labor
12 Negotiator. The Union or its representative must sign the grievant's request to advance a grievance to
13 Step 3.

14 The Human Resources Division Director or designee will schedule a meeting with the Union
15 representative and employee within thirty (30) calendar days of the referral to Step 3. The Human
16 Resources Division Director or designee shall issue a written decision within fourteen (14) calendar
17 days of the Step 3 meeting. If the matter is not resolved, the Labor Negotiator will be the Union's
18 contact thereafter in this process.

19 **D. Step 4.** Any grievance not resolved at Step 3 may be submitted to arbitration. Any
20 such submittal must occur within thirty (30) calendar days of the Step 3 decision and must specify the
21 exact question to be arbitrated or the grievance shall be presumed resolved.

22 **13.5. Arbitration Procedure.** Should arbitration be necessary either after an attempt to
23 mediate the grievance or directly after Step 3, the parties shall select a third disinterested party to
24 serve as arbitrator. In the event that the parties are unable to agree upon an arbitrator, then the
25 arbitrator shall be selected from a panel of seven (7) arbitrators furnished by the American Arbitration
26 Association (AAA) or the Federal Mediation and Conciliation Service (FMCS), whichever source is
27 mutually acceptable. The arbitrator will be selected from the list by both the County representative
28 and the Union, each alternately striking a name from the list until only one (1) name remains. The

1 party to strike first will be determined by a coin toss. The arbitrator under voluntary labor arbitration
2 rules of the Association shall be asked to render a decision promptly and the decision of the arbitrator
3 shall be final and binding on both parties.

4 A. No matter may be arbitrated which the County, by law, has no authority over, has
5 no authority to change, or has been delegated to any civil service commission or personnel board, as
6 defined in RCW 41.56.

7 B. The arbitrator shall have no power to change, alter, detract from or add to the
8 provisions of this Agreement, but shall have the power only to apply and interpret the provisions of
9 this Agreement in reaching a decision.

10 C. The arbitrator's fee and expenses and any court reporter's fee and expenses shall
11 be borne equally by both parties. Each party shall bear the full cost of its representation, including
12 attorneys fees, regardless of the outcome of the arbitration.

13 **13.6. Alternative Dispute Resolution (ADR) Procedures.**

14 **A. Unfair Labor Practice.** The parties agree that thirty (30) days prior to filing a
15 ULP complaint with PERC, the complaining party will notify the other party, in writing, meet, and
16 make a good faith attempt to resolve the concerns unless the deadline for filing with PERC would
17 otherwise pass or the complaining party is seeking a temporary restraining order as relief for the
18 alleged ULP.

19 **B. Grievance.** After a grievance is initially filed, the following ADR process may be
20 followed, with mutual consent of the Union and the division. This process will not exceed ten (10)
21 days:

22 1. A meeting will be arranged by the Union representative, division
23 management representative and the Labor Negotiator (or their designees) to attempt to resolve the
24 matter.

25 2. The meeting will include a mediator(s) and the affected parties. The parties
26 may mutually agree to other participants such as union and management representatives or subject
27 matter experts.

28 3. The parties will meet at mutually agreeable times to attempt to resolve the

1 matter.

2 4. If the matter is resolved, the grievance will be withdrawn.

3 5. If the matter is not resolved, the grievance will continue through the
4 grievance process.

5 6. The moving party can initiate the next step in the grievance process at the
6 appropriate times, irrespective of this process.

7 7. Offers to settle and aspects of settlement discussions will not be used as
8 evidence or referred to if the grievance is not resolved by this process.

9 C. This Section does not supersede or preclude any use of grievance mediation later in
10 the grievance process.

11 **13.7. Institutional Disputes.** After informal attempts to resolve institutional disputes, if
12 either the Union or management wishes to raise a dispute as to the application of this agreement, an
13 institutional grievance may be filed with the other party.

14 A. After the institutional grievance is filed, the parties will meet to attempt to resolve
15 the matter within the next sixty (60) days. Grievance mediation can be used if both parties agree.
16 Mediation services will be requested from a mutually acceptable source. If the matter is not settled
17 within these sixty (60) days, the grieving party may invoke arbitration. The employer's final pre-
18 arbitration response or formal invocation of arbitration must be concurred in by the Labor Negotiator,
19 which will be the Union's contact for the employer thereafter in this process.

20 B. If arbitration is invoked, the arbitration procedures set forth in Section 13.5 shall
21 apply.

22 **13.8. No Right to Strike or Lockout.** There shall be no strikes, cessation of work or lockout
23 while disputes are being resolved or during arbitration.

24 **13.9. Exclusive Process.** The right to process and settle grievances arising out of any
25 provision of this Agreement is wholly, to the exclusion of any other means available, dependent upon
26 the provisions of this Article. The Union and the County agree to act promptly and fairly in all
27 grievances.

28 **13.10. Probationary Employees.** All newly hired and promoted regular employees must

1 serve a probationary period as defined in the Personnel Guidelines. As those Personnel Guidelines
2 specify that the probationary period is an extension of the hiring process, the provisions of this Article
3 will not apply to employees if they are discharged during their initial probationary period or are
4 demoted during the promotional probationary period for not meeting the requirements of the
5 classification. Grievances brought by probationary employees involving issues other than discharge
6 or demotion may be processed in accordance with this Article.

7 **13.11. Temporaries.** Seasonals, temporary and term-limited temporary employees shall have
8 no right to grieve their discharge. Grievances brought by seasonals, temporary and term-limited
9 temporary employees involving issues other than discharge may be processed in accordance with this
10 Article.

11 **13.12. Time Limits.** The time limits set forth in this Article may be extended upon written
12 consent of both parties. Unless a written extension has been granted, failure of the grievant to pursue
13 the grievance to the appropriate step within the time limits set forth herein shall constitute a waiver of
14 the grievant's right to pursue the grievance to the next step. Failure of the County to respond to the
15 grievant within the time limits set forth herein shall automatically move the grievance to the next step
16 with notice provided to the management person at the next applicable step by the Union.

17 **13.13. Step for Filing of Grievance.** A grievance may be filed at any step that is mutually
18 agreed upon in writing by the County and the Union.

19 **13.14. Waiver of Grievance Steps.** The Union and County may agree in writing to waive
20 any of the above steps.

1 **ARTICLE 14: REDUCTION IN FORCE (RIF) AND RE-HIRE**

2 **14.1. Layoff.** The County and the Union recognize the value of well trained and qualified
3 employees and agree that other employment options should be explored prior to laying off a regular
4 employee. In addition, the County and the Union recognize the value of two-way communication in
5 facilitating workforce transitions as a result of lay-offs. The following process is established to assure
6 that communication and exploration of alternatives to lay-off are achieved.

7 **Step 1.** At the time division management proposes a facility closure, transfer of
8 facility ownership, service reductions, budget reductions or other actions which could result in
9 employee lay-offs within this bargaining unit, division management shall make this information, as
10 well as information about the reasons for the proposed or actual action, the likely time frame within
11 which such action will occur, and the extent of the impact on the workforce, available to the LMC as
12 soon as practical.

13 **Step 2.** The LMC shall be convened specifically to discuss the proposed layoffs and
14 recommend alternatives, including but not limited to employee re-training for other vacant positions,
15 and transfer to vacant positions.

16 **14.2. Transfer of Facility - Placement Assistance.** If employment opportunities for affected
17 employees are not found within the County, and the facility is transferred to another jurisdiction as a
18 result of annexation or incorporation, the County will demonstrably try to get the new owner to hire
19 County employees. The County will advise the LMC of its efforts to get the new owners of County
20 facilities to hire laid-off County employees.

21 **14.3. Layoff by Classification.** Employees laid-off shall be laid-off according to seniority
22 within their classification. In the event that an employee is unable to bump under this provision, s/he
23 may elect to bump as provided under Section 14.6, or accept the layoff.

24 **14.4. Bumping in Classification Series.** Employees scheduled to be laid-off may exercise
25 their right to bump employees in a lower paid classification series within this bargaining unit,
26 provided that the employee has performed and is still qualified to perform the duties of the lower paid
27 classification, and the employee has more classification seniority than the employee being bumped.
28 Such action shall take place prior to the date the layoff is to be effective.

1 **14.5. Position Moving.** If a bargaining unit position is eliminated or is moved from one
2 business area/unit to another business area/unit, the employee who held that position can move with
3 the position, move into another vacant position within his/her classification, or bump a less senior
4 employee in the classification. The LMC may develop and modify when necessary a process for
5 administering this provision.

6 **14.6. Bumping.**

7 A. Employees scheduled for layoff under Sections 14.3 and/or 14.4 and employees
8 whose positions have been moved under Section 14.5 will be notified of the pending action and are
9 considered at risk. Employees who are less senior than the at-risk employee will also be notified.

10 B. The County and Union shall jointly implement a bump/transfer process at a
11 centralized location. Employees will be given fourteen (14) calendar days notice of any
12 bump/transfer process and may participate in person, by telephone, or by proxy. If applicable, a
13 transfer process per Section 10.12 may occur in conjunction with the bumping process. The
14 combined bumping/transfer process will be based on classification seniority.

15 C. Operating Engineers assigned to the King County Aquatics Center shall not be
16 bumped during a reduction in force by any other Operating Engineer regardless of seniority as of the
17 effective date of this Agreement.

18 **14.7. Supported Employment.** Employees who are classified as PSI and are in the
19 Supported Employment Program cannot bump or be bumped under the terms of this Article. Issues
20 concerning the lay off of employees in the Supported Employment Program, if any, will be resolved
21 by the LMC.

22 **14.8. Additional Placement Opportunities.** Regular employees laid-off shall be referred to
23 other positions within the County in accordance with the Personnel Guidelines and applicable
24 policies.

25 **14.9. Recall.** Regular employees laid-off shall be recalled in the inverse order of
26 classification seniority. Recall provisions are provided under the terms of the Personnel Guidelines,
27 unless limited by this Section. In the event that the employee is laid-off from more than one position,
28 s/he shall have recall rights for each position as provided under this Section.

1 **14.10. Non-Promotion on Layoff.** Except in cases where an employee has previously been
2 laid-off from a higher paid classification and is eligible for recall in that classification, no employee
3 shall be recalled to employment in a classification with a higher pay range than the pay range of the
4 classification held at the time of layoff. In the event the classification from which the employee was
5 laid off moves to a higher pay range, the employee will continue to have recall rights to that
6 classification or to any new classification which includes the classification held at the time of layoff.

7 **14.11. Probation.** Employees who elect to bump as provided herein or are recalled will not
8 have to serve a probationary period in the classification provided the employee has already
9 successfully passed probation in said classification.

10 **14.12. Staffing Levels.** The County agrees to retain at least 72 regular bargaining unit FTEs
11 through December 31, 2013; provided, there are sufficient levy funds and \$ 4.1 million in business
12 revenue is earned each year of the Agreement.

13 A. In the event business revenue is not met, the FTEs may be reduced. In no case
14 during the term of the Agreement (expiring December 31, 2013) will the FTE level be reduced below
15 59 regular 12-month full-time bargaining unit FTEs. In the event no successor agreement is reached
16 by December 31, 2013, but there are sufficient new levy funds and \$4.1 million in business revenues
17 is being earned in 2008, the 72 regular bargaining unit FTEs will be retained until December 31,
18 2014, or a successor agreement is reached, whichever occurs first.

1 **ARTICLE 15: SENIORITY**

2 **15.1. Definitions.** Seniority shall be defined as follows:

3 **A. County-Wide Seniority.** County-wide seniority is defined as the most recent
4 length of continuous service as a regular employee with the County in any combination of
5 positions/classifications. A regular employee who separates from the county and returns to the
6 bargaining unit within two (2) years will have his/her seniority restored to what it was at the date of
7 separation.

8 **B. Bargaining Unit Seniority.** Bargaining unit seniority is defined as the most recent
9 length of continuous service as a regular employee with the Parks SEIU Local 925 bargaining unit, in
10 any combination of job classifications covered by this Agreement. A regular employee who separates
11 from the bargaining unit and returns to the bargaining unit within two (2) years will have his/her
12 bargaining unit seniority restored to what it was at the date of separation.

13 **C. Classification Seniority.** Classification seniority is defined as the most recent
14 length of continuous service as a regular employee in the Parks Division in a given job classification.
15 A regular employee who separates from the bargaining unit and returns to the bargaining unit within
16 two (2) years will have his/her classification seniority restored to what it was at the date of separation.

17 **15.2. Seniority Upon Promotion.** A regular employee in the bargaining unit who is
18 promoted to another classification within the bargaining unit shall continue to accrue seniority in the
19 classification from which he/she was promoted.

20 **15.3. Maintenance of Seniority while on Approved Leave.** An employee who is granted
21 an approved leave of absence from his/her employment for family care, personal illness or injury, or
22 similar reasons shall continue to accrue bargaining unit and classification seniority during his/her
23 leave of absence, not to exceed one (1) year, and shall maintain his/her bargaining unit and
24 classification seniority position relative to other employees.

25 **15.4. Seniority List.** The seniority list for all Parks Maintenance classifications will be one
26 combined list from the date of hire into a bargaining unit position in the Parks Maintenance Section.

27 **15.5. Seniority Ties.** In the event that two (2) employees have the same seniority, the County
28 shall determine which employee, in the event of a layoff, shall be laid off.

1 **ARTICLE 16: GENERAL PROVISIONS**

2 **16.1. Equal Employment Opportunity.** The County or the Union shall not unlawfully
3 discriminate against any individual with respect to compensation, terms, conditions, or privileges of
4 employment because of race, color, religion, national origin, sexual orientation, marital status, age,
5 sex, ancestry, veteran's status, or the presence of a sensory, mental, or physical disability.

6 **16.2. Savings Clause.** Should any part hereof or any provision herein contained be rendered
7 or declared invalid by reason of any existing or subsequently enacted legislation or by any decree of a
8 court of competent jurisdiction, such invalidation of such part or provision of this Agreement shall
9 not invalidate the remaining portions hereof; provided, however, upon such invalidation the parties
10 agree immediately to meet and negotiate such parts or provisions affected. The remaining parts or
11 provisions shall remain in full force and effect.

12 **16.3. Work Stoppages and Employer Protection.** The County and the Union agree that the
13 public interest requires efficient and uninterrupted performance of all County services and to this end
14 pledge their best efforts to avoid or eliminate any conduct contrary to this objective. The County
15 agrees to not lock out employees covered under this Agreement. Specifically, the Union shall not
16 cause or condone any work stoppage, including any strike, slowdown or refusal to perform any
17 customarily assigned duties, sick leave absence which is not bona fide, or other interference with
18 County functions by employees under this Agreement and should same occur, the Union agrees to
19 take appropriate steps to end such interference. Any concerted action by any employee in the
20 bargaining unit shall be deemed a work stoppage if any of the above activities have occurred. Being
21 absent without authorized leave shall be considered as an automatic resignation. Such a resignation
22 may be rescinded by the Section Manager if the employee presents satisfactory reasons for his/her
23 absence within three (3) calendar days of the date his/her automatic resignation became effective.

24 A. Upon notification in writing by the County to the Union that any of its members
25 are engaged in a work stoppage, the Union shall immediately, in writing, order such members to
26 immediately cease engaging in such work stoppage and provide the County with a copy of such order.
27 In addition, if requested by the County, a responsible official of the Union shall publicly order such
28 Union employees to cease engaging in such a work stoppage.

1 B. Any employee who commits any act prohibited in this Section will be subject in
2 accord with the County's Work Rules to the following action or penalties:

3 1. Discharge.

4 2. Suspension or other disciplinary action as may be applicable to such
5 employee.

6 **16.4. Waiver Clause.** The parties acknowledge that each has had the unlimited right within
7 the law and the opportunity to make demands and proposals with respect to any matter deemed a
8 proper subject for collective bargaining. The results of the exercise of that right and opportunity are
9 set forth in this Agreement. Therefore, the County and the Union, for the duration of this Agreement,
10 each agrees to waive the right to oblige the other party to bargain with respect to any subject or matter
11 not specifically referred to or covered in this Agreement.

1 **ARTICLE 17: CONTRACTING OUT**

2 **17.1. Contracting.** The County agrees not to contract out or assign to another agency or
3 individual the work normally performed by members of the bargaining unit if the contracting out or
4 assignment of such work eliminates, jeopardizes, or reduces the normal workload of the bargaining
5 unit. The County agrees to inform the Union of any contracting out under this Section.

6 **17.2. Partnerships with Other Parties.** Notwithstanding the provisions of Section 16.1, in
7 implementing Community Partnership Grant (CPG) programs and other partnerships (internal and
8 external to the Parks Division) and as a means of resolving unfair labor practice and grievance
9 disputes arising from the contracting out of bargaining unit work at Redmond Ridge Park, the parties
10 agree as follows:

11 A. The County agrees that no bargaining unit FTEs will be reduced or eliminated as a
12 result of implementing a CPG or other form of partnership agreement.

13 B. The Parks/Local 925 LMC shall be advised when a CPG or other form of
14 partnership agreement is officially submitted to the County. The LMC will be briefed, and input
15 sought, regarding the activities envisioned in the agreements with outside parties.

16 C. The Parks/Local 925 LMC will work collaboratively on the development of
17 templates for agreements with other parties, and will jointly review and resolve issues. In the event
18 agreement cannot be reached, the parties shall seek mediation assistance at the earliest availability.

19 D. At the earliest opportunity, the appropriate Local 925 bargaining unit employee(s)
20 shall be involved in the coordination and implementation of the operations, maintenance, installation,
21 and development of Parks' property and/or facilities by other parties, which fall appropriately within
22 the scope of the bargaining unit work.

23 E. The parties will review and/or develop as needed site/project specific descriptions
24 of tasks/duties of other parties.

25 F. If a CPG or other partnership agreement permits the other party to subcontract
26 maintenance and/or operations services with a public agency, the CPG or partnership agreement shall
27 specify that King County Parks is the sole source to provide such services.

28 G. When new or renewed agreements permits the other party to subcontract

1 maintenance and/or operation services with private sector vendors, the CPG or partnership agreement
2 shall specify that King County Parks is entitled to compete in the bidding. The County will establish
3 a burden rate for the purpose of bidding that includes the costs of wage rates, insured benefits, paid
4 leaves, supplies and materials, equipment, and the Division administrative and management costs up
5 through the Division level.

6 H. Donations to Parks (e.g. property, equipment, vehicles, volunteer time) must be
7 disclosed to the Parks/Local 925 Labor-Management Committee (LMC) on a timely basis. The LMC
8 shall review this information and make recommendations on proper siting, installation, maintenance,
9 etc.

10 I. When the Parks/Local 925 LMC reviews volunteer agreements, they shall jointly
11 develop plans to direct, train and supervise volunteers.

12 J. PS IIIs or OEs will provide the oversight of bargaining unit employees assigned to
13 CPG projects within their work units.

14 **17.3. Grounds Maintenance at KCAC.** Grounds maintenance at the King County Aquatic
15 Center will be performed by members of the Local 925 bargaining unit.

1 **ARTICLE 18: EMPLOYEE RIGHTS**

2 **18.1. Off-duty Activities.** The off-duty activities of employees shall not be cause for
3 disciplinary action unless said activities are detrimental to the employee's work performance or the
4 program of the agency.

5 **18.2. Apprised of Rights.** If at any level, the County determines to bring disciplinary action
6 against any regular employee for any reason, the employee shall be apprised of his/her rights of
7 appeal and representation as provided for in the Grievance Procedure of this Agreement.

8 **18.3. Just Cause.** No regular employee shall be disciplined or discharged without just cause.
9 Disciplinary action shall normally be taken within fourteen (14) calendar days of the County's
10 knowledge of the alleged violation or such action will be null and void; provided, if the circumstances
11 surrounding the alleged violation are such that the County could not complete the necessary
12 investigation and take disciplinary action within fourteen (14) calendar days of the alleged violation,
13 the disciplinary action shall be taken within fourteen (14) calendar days of the conclusion of the
14 investigation or such action will be null and void. All investigations related to disciplinary matters
15 will be conducted in a timely manner. For purposes of this Section "County" shall mean the first
16 level of supervision outside of the bargaining unit. An employee will be informed as soon as
17 practicable when an investigation has been initiated concerning him/her.

18 **18.4. Personnel File.** Official personnel files shall be securely maintained in a central
19 location. Employees and/or representatives may examine the employee's personnel file(s) if the
20 employee so authorizes in writing and are entitled to copies of the content upon request.
21 Unauthorized persons shall not have access to employee files or other personal data relating to their
22 employment. Negative performance/behavior-related materials to be inserted into the personnel file
23 shall by reviewed by the employee prior to insertion; the employee shall first sign the material only to
24 verify knowledge of the material being placed in the file, not to agree with its contents. Letters of
25 expectation shall not be included in the employee's personnel file. Employees may add a rebuttal
26 statement to any disputed item(s) contained in the file, which shall be attached to the document(s) in
27 question and retained in the file. The employee may challenge the propriety of including such
28 material in the file(s) and if successful in that challenge, the material will be removed. An employee

1 may request, after a minimum of two years, to have records of disciplinary actions removed from the
2 employee's personnel file. The County will consider the request if no related violations have
3 occurred since the disciplinary action was issued. Employees may request that documentation that
4 reflects favorably on the employee's conduct or work quality be included in the employee's personnel
5 file.

6 **18.5. Safety.**

7 **18.5.1. Equipment.** No employee shall be required to use equipment which is not in
8 a safe condition. In the event an employee discovers or identifies unsafe equipment, s/he will
9 immediately notify his/her supervisor in writing. Said equipment shall be repaired or replaced if the
10 County determines the equipment to be unsafe. At such time as the County determines the equipment
11 to be safe, the employee will be advised.

12 **18.5.2. Unsafe Conditions.** Employees may refuse to work in situations where there
13 is reasonable cause to believe that doing so would present an imminent danger in which death or
14 serious injury could happen immediately.

15 **18.5.3. Reporting on Safety Hazards.** It is the responsibility of all employees to
16 report safety hazards on a timely basis. Employees shall not be disciplined for reporting unsafe
17 equipment or working conditions to their immediate supervisor.

18 **18.5.4. Personal Protective Equipment.** In situations where the law requires that the
19 employer provide personal protective equipment, including clothing and boots, the County will
20 provide that equipment at County expense.

21 **18.6. Reclassifications.** Reclassification requests (position description questionnaires)
22 submitted to supervisors shall be submitted to the HRD within ten (10) working days. The HRD shall
23 act within four (4) months of the original submittal.

24 **18.7. Drug Policy.** The Executive Order #PER 15-2-1 (AEP), dated October 25, 1995,
25 "Policy for King County Prohibited Drug Use and Alcohol Misuse Education and Testing Program"
26 (hereinafter called "Drug and Alcohol Policy"), as amended, is incorporated herein by reference, with
27 the following modifications or additions.

28 A. The Union will be provided with a copy of the form(s) prepared indicating the

1 grounds for requiring an employee to submit to a reasonable suspicion test within twenty-four (24)
2 hours of testing or as soon as possible thereafter.

3 B. When available, a second supervisor will observe a reasonable suspicion test and
4 complete related forms in accordance with the Drug and Alcohol Policy.

5 C. Certain employees who have commercial drivers licenses (CDLs) are not subject to
6 testing pursuant to the Drug and Alcohol Policy because they are not currently required to drive as
7 part of their assigned duties. The parties recognize that those employees with a CDL that are assigned
8 in the future to perform safety sensitive duties will be included in the drug and alcohol testing
9 program.

10 D. Within thirty (30) days of the implementation of this Agreement, a copy of the
11 Drug and Alcohol Policy will be distributed to each bargaining unit employee. Thereafter, a copy of
12 the Drug and Alcohol Policy will be distributed to each new bargaining unit employee upon hire.

1 **ARTICLE 19: WORK OUTSIDE OF CLASSIFICATION**

2 19.1. All work outside of classification in an acting capacity shall be assigned in writing by
3 the Section Manager/designee for an entire day/shift. An employee so assigned to work outside of
4 classification shall be paid at the first step of the higher class or five percent (5%) over the salary
5 received prior to the assignment, whichever is greater, for all time spent while so assigned.

6 19.2. After forty-five (45) calendar days of work performed in accordance with Section 19.1,
7 a meeting may be requested by the Union. The purpose of the meeting would be to review the
8 circumstances and to discuss the need to fill the position vacated by the employee working out of
9 classification and the strategy for filling the position, which the employee is currently assigned in an
10 acting capacity, or implement the recall process if applicable.

11 19.3. Work out of class will not be used in lieu of filling vacancies through the normal, open
12 competitive selection process. Work out of class may be used to meet needs such as:

- 13 1. Time limited or project specific workload;
- 14 2. Seasonal work;
- 15 3. Cyclical work;
- 16 4. Backfill vacancies during selection process;
- 17 5. Backfill vacancies that may be target for elimination;
- 18 6. Backfill vacancies due to leaves of absence;
- 19 7. Backfill vacancies during dispute resolution.

20 19.4. Employees in a training capacity may be assigned work normally performed by a higher
21 classification, except they will not be placed in a training capacity to circumvent the intent of Section
22 19.1, hereof.

23 A. An employee assigned to a training capacity shall be under the supervision and
24 guidance of his/her immediate supervisor and shall not be in the training position for more than ten
25 (10) consecutive, regular working days.

26 19.5. Employees shall not be held accountable while performing work unrelated to the
27 concept of their class specification except as provided in Section 19.1.

28 19.6. **Arborist Duties.** When a Parks Specialist II is assigned to work as a certified arborist,

1 he/she will be paid at the Parks Specialist III rate of pay for all time doing such work.

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1 **ARTICLE 20: UNION REPRESENTATION**

2 **20.1. Visiting Work Sites.** Authorized representatives of the Union may, after notifying the
3 County official in charge, visit the work location of employees covered by this Agreement at any
4 reasonable time for purposes related to responsibilities as the collective bargaining agent, including
5 the investigation of grievances, but shall not conduct Union business on County time.

6 **20.2. Membership Access.** Authorized representatives of the Union may have reasonable
7 access to its members in County facilities for transmittal of information or representation purposes
8 before work and during lunch breaks or other regular breaks as long as the work of the County
9 employees and services to the public are unimpaired. Prior to contacting members in County
10 facilities, such authorized agents shall make arrangements with the Division Director/designee and
11 the Human Resources Division.

12 **20.3. Stewards.** The Union shall have the right to appoint stewards under the terms of this
13 Agreement. The maximum number of stewards appointed shall be as follows:

- 14 1. Parks - four (4)
- 15 2. Aquatics Division - one (1)

16 The Union shall furnish the County with the names of stewards so appointed. The steward
17 shall see that the provisions of this Agreement are observed, and s/he shall be allowed a reasonable
18 time to investigate grievances during regular working hours.

19 **20.4. Exercise of Rights.** It shall be a violation of this Agreement to directly or indirectly
20 interfere with, restrain, coerce, or discriminate against any employee or group of employees in the
21 free exercise of their right to organize and designate representatives of their own choosing for the
22 purpose of collective bargaining or in the free exercise of any other right under RCW 41.56.

23 **20.5. Bulletin Boards.** The County agrees to permit the Union to post on County bulletin
24 boards the announcement of meetings, election of officers, and any other Union material, provided
25 there is sufficient space beyond what is required by the County for "normal" operations. If sufficient
26 space is not available on County boards or in areas where County boards are not available, the Union
27 may provide one (1) with location of same to be determined through mutual agreement of the Union
28 and the County.

1 **20.6. Email Access.** Authorized Union stewards, negotiating team and LMC members may
2 use e-mail system for contract administration purposes, provided that this provision is consistent with
3 other County policies and does not interfere with County business.

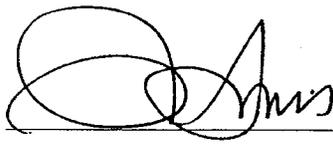
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1 **ARTICLE 21: DURATION**

2 **21.1. Duration.** This Agreement shall be in effect when ratified by the parties, and covers
3 the period January 1, 2008 through December 31, 2013.

4 **21.2. Notice to Bargain.** Contract negotiations for the period beginning January 1, 2014 may
5 be initiated by either party providing to the other written notice of its intention to do so no later than
6 June 30, 2013. It is the goal of both parties to conclude negotiations prior to expiration of this
7 Agreement.

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9 APPROVED this 31 day of MARCH, 2009

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13 By: 
14 King County Executive

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18 UNION:

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21 3/3/09
22 SERVICE EMPLOYEES INTERNATIONAL
23 UNION, LOCAL # 925, AFL-CIO

1 cba Code: 010

Union Code(s): 0925A
0925X

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3
4 **ADDENDUM A**
5 **SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 925**
6 **AND**
7 **KING COUNTY**
8

9

| 10 Job Class Code | MSA Job Class Code | PeopleSoft Job Class Code | Class Title | Range |
|-------------------|--------------------|---------------------------|-------------------------------------|-------|
| 11 9101100 | 8665 | 912104 | Custodian | 30 |
| 12 2211100 | 8172 | 221502 | Inventory Purchasing Specialist I | 42 |
| 13 2211200 | 8173 | 221603 | Inventory Purchasing Specialist II | 46 |
| 14 2211300 | 8174 | 221702 | Inventory Purchasing Specialist III | 49 |
| 15 8502100 | 8656 | 853101 | Operating Engineer I | 45 |
| 16 8502200 | 8658 | 853302 | Operating Engineer II | 50 |
| 17 8502300 | 8659 | 853402 | Operating Engineer III | 54 |
| 18 9328100 | 8712 | 932802 | Parking Attendant | 31 |
| 19 9412100 | 8028 | 941202 | Parking Specialist | 42 |
| 20 9201100 | 8671 | 922102 | Parks Specialist I | 35* |
| 21 9201200 | 8672 | 922202 | Parks Specialist II | 43 |
| 22 9201300 | 8673 | 922302 | Parks Specialist III | 50 |
| 23 9441100 | 8696 | 944202 | Playground Specialist | 45 |

24
25 *For Parks Specialist I employees in the Supported Employment Program the rate of pay is
26 seventy-five percent (75%) of the appropriate step of Range 35.
27

28 All salary ranges are the King County Squared Table Salary Schedule.

