



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

November 5, 2007

Ordinance 15948

Proposed No. 2007-0542.1

Sponsors Gossett and Phillips

1 AN ORDINANCE approving and adopting the collective
2 bargaining agreement and two memoranda of agreement
3 negotiated by and between King County and Technical
4 Employees Association (Department of Transportation -
5 Supervisors, Interest Arbitration) representing employees in
6 the department of transportation; and establishing the
7 effective date of said agreement.

8
9 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

10 SECTION 1. The collective bargaining agreement and two memoranda of
11 agreement negotiated between King County and Technical Employees Association
12 (Department of Transportation - Supervisors, Interest Arbitration) representing
13 employees in the department of transportation and attached hereto is hereby approved and
14 adopted by this reference made a part hereof.

15 SECTION 2. Terms and conditions of said agreement shall be effective from
16 January 1, 2005 through and including December 31, 2007.

17
Ordinance 15948 was introduced on 10/22/2007 and passed by the Metropolitan King
County Council on 11/5/2007, by the following vote:

Yes: 9 - Mr. Gossett, Ms. Patterson, Ms. Lambert, Mr. von Reichbauer, Mr.
Dunn, Mr. Ferguson, Mr. Phillips, Ms. Hague and Mr. Constantine

No: 0

Excused: 0

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON


Larry Gossett, Chair

ATTEST:



Anne Noris, Clerk of the Council

APPROVED this 9 day of November, 2007.



Ron Sims, County Executive

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KING COUNTY COUNCIL

Attachments

A. Agreement Between King County and Technical Employee Association--
Department of Transportation-Supervisors, B. Addendum A--Technical Employees
Association--Department of Transportation-Supervisors--Wages Effective January 1,
2005, C. Addendum B--Agreement Between King County and Technical Employees
Association--Department of Transportation-Supervisors, D. Addendum C--Agreement
Between King County and Technical Employees Association--Department of
Transportation-Supervisors, E. Memorandum of Agreement Regarding Health Benefits
For Represented Benefits-Eligible Employees within the Wastewater Treatment and
Transit Divisions By and Between King County and Technical Employees
Association, F. Attachment A--Summary of Out-of-Pocket Expenses in King County's
Medical Plans, G. Memorandum of Agreement By and Between King County and
Technical Employees Association Representing Employees in Department of
Transportation-Supervisors, H. Memorandum of Agreement By and Between King
County and Technical Employees Association Representing Employees in Department
of Transportation Staff and Supervisors Bargaining Units

AGREEMENT BETWEEN

KING COUNTY

AND

TECHNICAL EMPLOYEES ASSOCIATION

Department of Transportation - Supervisors

15948

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AGREEMENT BETWEEN
KING COUNTY
AND
TECHNICAL EMPLOYEES ASSOCIATION
Department of Transportation - Supervisors

ARTICLE 1: PREAMBLE

These Articles constitute an Agreement between King County (County) and the Technical Employees Association (hereinafter referred to as the "Association" or "TEA".)

1 **ARTICLE 2: ASSOCIATION RECOGNITION AND MEMBERSHIP**

2 **2.1 Recognition:** The County recognizes the Association as the exclusive bargaining
3 representative with respect to wages, hours and working conditions of employment for all
4 Supervisory employees in the Design and Construction section of the Transit Division of the
5 Department of Transportation, excluding managers, confidential employees, short term temporary
6 employees and all other employees of the employer. This agreement covers one bargaining unit.

7 **2.2 Association Membership:** It shall be a condition of employment that all employees
8 covered by this Agreement who are members of the Association in good standing on the effective
9 date of this Agreement shall remain members in good standing or pay an agency fee. It shall also be a
10 condition of employment that all employees covered by this Agreement and hired or assigned into the
11 bargaining unit after its effective date shall, on the thirtieth (30) day following the beginning of such
12 employment, become and remain members in good standing in the Association or pay an agency fee.
13 Failure by an employee to satisfy the above paragraph of this section shall constitute just cause for
14 dismissal provided TEA notifies the County and the affected employee of its intent to seek dismissal
15 of the affected employee within thirty days of making a request for dismissal. At the expiration of
16 thirty days notice, TEA may request dismissal in writing. Discharge must occur within thirty days of
17 such request.

18 **2.3 Exemption:** Nothing contained in 2.2 shall require an employee to join the Association
19 who objects to membership in the Association on the grounds of a bona fide religious objection, in
20 which case the employee shall pay an amount of money equivalent to the regular Association dues
21 and initiation fee to a non-religious charity or to another charitable organization mutually agreed upon
22 by the employee affected and the bargaining representative to which the employee would otherwise
23 pay the dues and initiation fee. The employee shall furnish written proof that such payments have
24 been made. If the employee and the Association are unable to agree on the charity the Public
25 Employment Relations Commission shall designate the charity.

26 **2.4 Dues Deduction:** Upon receipt of written authorization individually signed by an
27 employee, the County shall have deducted from the pay of such employee the amount of dues as
28 certified by the secretary of the Association and shall transmit the same to its treasurer. The

1 Employer shall notify the Association of changes in employment status on a monthly basis.

2 **2.5 Indemnification:** The Association will indemnify, defend and hold the County harmless
3 against any claims made and against any suit instituted against the County on account of any check-
4 off of dues for the Association. The Association agrees to refund to the County any amounts paid to
5 it in error on account of the check-off provisions upon presentation of proper evidence thereof.

6 **2.6 Maintenance of Working Conditions:** The County recognizes its obligation to negotiate
7 wages, hours and working conditions with TEA.

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1 **ARTICLE 3: RIGHTS OF MANAGEMENT**

2 The management of the County and the direction of the work force are vested exclusively in
3 the County, except as may be limited by the express written terms of this Agreement.

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1 **ARTICLE 4: WAIVER AND COMPLETE AGREEMENT**

2 4.1 The Agreement expressed herein in writing constitutes the entire Agreement between the
3 parties and no express or implied or oral statements shall add to or supersede any of its provisions.

4 4.2 The parties acknowledge that during the negotiations which resulted in this Agreement,
5 each had the unlimited right and opportunity to make demands and proposals with respect to any
6 subject or matter appropriate for collective bargaining, and that the understanding and agreements
7 arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.
8 Therefore, the County and TEA, for the life of this Agreement, each voluntarily and unqualifiedly
9 waive the right and each agrees that the other shall not be obligated to bargain collectively with
10 respect to any subject or matter.

11 4.3 **Modification:** Should the parties agree to amend or supplement the terms of this
12 Agreement, such amendments or supplements shall be in writing and effective when signed by the
13 parties.

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1 **ARTICLE 5: DISCIPLINE AND PROBATION**

2 **5.1 Discipline:** The County may discipline an employee for just cause. Discipline may
3 include, but is not limited to, verbal or written reprimands, delayed salary step increase, demotion,
4 disciplinary transfers, suspensions without pay and/or discharge of the Employee.

5 Prior to any disciplinary action being taken an investigation will be conducted. The Employee
6 will be advised of the basis of any disciplinary action and given the opportunity to respond prior to
7 the implementation of the discipline. The type and severity of disciplinary action will be consistent
8 with the nature and severity of the behavior that led to the disciplinary action. In determining
9 appropriate disciplinary action, The County will also consider mitigating circumstances, which may
10 include the Employee's work record. Probationary and Term Limited Employees are not subject to
11 the definitions or provisions in this Article.

12 **5.2 Probation:** New Employees, including those new to a position, shall be subject to a six
13 (6) month probationary period. Employees who have been assigned to a position as an acting or TLT
14 shall be provided credit for such time toward this period, at the discretion of the appointing authority.
15 A probationary period may be extended beyond six (6) months, but no more than 12 months, upon
16 agreement of the County, the employee, and the TEA.

17 **5.3 Probationary period upon Promotion:** An employee who does not successfully
18 complete the probationary period in a position to which the employee has been promoted shall be
19 restored to the employee's former position, former salary, and all other benefits to which the
20 employee would have been entitled if the promotion had not occurred if the former position is still
21 vacant (has not been offered and accepted by an applicant), and the position still exists. If the former
22 position is unavailable, the individual will be offered any vacant Transit TEA represented position for
23 which they meet the essential qualifications for the classification and the specific classifications for
24 the position. If they refuse to accept an offered position in a lower pay range than the position they
25 initially vacated, they will be laid off. If they accept a lower range position, they will have recall
26 rights to the next available position of the range they had at the time of the initial transfer. If they
27 refuse to accept a position of equal range and similar duties (to the position originally vacated) for
28 which they meet the essential qualifications, they will be placed on the recall list for two years.

1 Provided further, there are no reversion rights if the employee is discharged for cause.
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1 **ARTICLE 6. GRIEVANCE PROCEDURE**

2 **6.1 Nature of the Procedure:** Any dispute between the County and TEA, or between the
3 County and any employee covered by this Agreement concerning the interpretation, application, claim
4 of breach or violation of the express terms of this Agreement shall be deemed a grievance.

5 Every effort will be made to settle grievances at the lowest possible level of supervision.
6 Employees will be unimpeded and free from restraint, coercion, discrimination, or reprisal in seeking
7 adjudication of their grievance.

8 The County will attempt to hold grievance hearings during normal working hours. Employees
9 involved in such grievance hearings during their normal County working hours shall be allowed to do
10 so without suffering a loss in pay, including the grieving employee, any employee involved as a
11 witness and/or any employee representing TEA.

12 Unless otherwise indicated, days in this Article will mean calendar days. Any time limits
13 stipulated in the grievance procedure may be extended by mutual agreement in writing. If the County
14 fails to respond within the designated time frames, TEA may, at its option, continue to demand a
15 response, or pursue the grievance to the next step of the resolution process.

16 **6.2 Grievance Steps:** A grievance in the interest of a majority of the employees in the
17 bargaining unit shall be reduced to writing by TEA and may, at its discretion, be introduced at Step 2
18 of the grievance procedure within twenty-one (21) days of the alleged violation or within twenty-one
19 (21) days of when TEA reasonably should have known of the alleged violation.

20 A grievance shall be processed in accordance with the following procedure:

21 **Step 1-** A grievance shall be submitted in writing by TEA or the employee, within twenty (21)
22 days of the alleged contract violation or within twenty-one (21) days of when TEA reasonably should
23 have known of the alleged violation to the grieving employee's immediate supervisor. The grievance
24 shall include a description of the incident, the date it occurred and the applicable provision of the
25 collective bargaining agreement. The parties agree to make every effort to settle the grievance at this
26 stage promptly. The immediate supervisor shall answer the grievance in writing to TEA within
27 fourteen (14) days after being notified of the grievance.

28 **Step 2 -** If the grievance is not resolved at Step 1, it shall be forwarded to the Division

1 Manager or his/her designee within twenty-one (21) days of the Step 1 written response. The
2 Division Manager or his/her designee shall convene a meeting with TEA within fourteen (14) days
3 after receipt of the grievance. The meeting may include the aggrieved employee at their option. The
4 Division Manager or his/her designee shall answer the grievance in writing to TEA within twenty-one
5 (21) days after the meeting.

6 **Step 3** - If the grievance is not resolved at Step 2, either of the signatory parties to this
7 agreement may submit the grievance to binding arbitration. Within thirty (30) days of the County's
8 Step 2 response either party may file a Demand for Arbitration. TEA's demand will be filed with the
9 Manager of the Labor Relations Section of the Human Resources Division of the Department of
10 Executive Services.

11 After the Demand for Arbitration is filed, the County and TEA will meet to select by mutual
12 agreement an arbitrator. If the parties are unable to arrive at an agreement, either party may petition
13 for a list of nine (9) arbitrators from the Public Employment Relations Commission (PERC), after
14 which an arbitrator shall be selected by the alternate striking of names, the first strike to be
15 determined by a coin flip.

16 **6.3 Arbitrator's authority:** In connection with any arbitration proceeding held pursuant to
17 this Agreement, it is understood as follows:

18 1) The arbitrator shall have no power to render a decision that will add to, subtract
19 from, alter, change or modify the terms of this Agreement, and their power shall be limited to the
20 interpretation or application of the express terms of this Agreement, and all other matters shall be
21 excluded from arbitration.

22 2) The decision of the arbitrator shall be final, conclusive and binding upon the
23 County, TEA and the employee involved.

24 3) The cost of the arbitrator shall be borne equally by the County and TEA, and each
25 party shall bear the cost of presenting its own case, including attorneys' fees, regardless of the
26 outcome of the case.

27 4) Unless otherwise agreed to in writing by the parties, the arbitrator's decision shall
28 be made in writing, and shall be issued to the parties within thirty (30) days after the case is submitted

1 to the arbitrator.

2 5) Any arbitrator selected under Step 3 shall function pursuant to the voluntary labor
3 arbitration regulations of the American Arbitration Association, unless otherwise agreed to in writing
4 by the parties.

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1 **ARTICLE 7: HOLIDAYS**

2 **7.1 Celebrated Holidays:**

3 A. All regular, probationary, provisional and term-limited temporary employees shall
4 be granted the following holidays with pay:

5

<i>Holiday</i>	<i>Date Celebrated</i>
New Year's Day	January 1st
Martin Luther King Jr's Birthday	Third Monday in January
President's Birthday	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4th
Labor Day	First Monday in September
Veteran's Day	November 11th
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Day Following Thanksgiving
Christmas Day	December 25th
Two (2) Personal Holidays	

18

19 B. And, any special or limited holidays as declared by the president of the United
20 States or governor and as approved by the State of Washington, and as approved by the Council.
21 Whenever a holiday falls upon a Sunday, the following Monday shall be observed as a holiday, and
22 any holiday falling on a Saturday shall be observed on the preceding Friday. To receive holiday pay,
23 an eligible employee must be in pay status the workday before and the workday after the holiday.
24 However, an employee who has successfully completed at least five (5) years of County service and
25 who retires at the end of the month in which the last regularly scheduled working day is observed as a
26 holiday, shall be eligible for holiday pay if the employee is in a pay status the day before the day
27 observed as a holiday. Holiday pay shall not exceed eight (8) hours of pay in a work unit that has a
28 standard forty-hour (40-hour) work week schedule.

1 **7.2 Personal Holidays:** Regular, probationary, provisional and term-limited temporary
2 employees shall receive two (2) personal holidays (as shown in 7.1) to be administered through the
3 vacation plan. One (1) day shall be accrued on the first of October and one (1) day shall be accrued
4 on the first of November of each year. These days may be used in the same manner as any vacation
5 day earned.

6 **7.3 Part-time Scheduled Employees:** Regular, probationary, provisional and part-time term-
7 limited temporary employees who work a part-time schedule receive paid holidays prorated based on
8 their work schedule consistent with 7.1 and 7.2.

9 **7.4 Holiday Compensation:**

10 A. Full-time employees who are eligible for holiday pay shall receive time and one-
11 half (1-1/2) their regular rate of pay for all hours worked on a holiday listed in 7.1.A. above. This
12 holiday compensation for hours actually worked on a holiday shall be in addition to the eight (8)
13 straight time hours of holiday pay. Employees who work the holiday shall either receive an additional
14 day's pay at their regular, straight-time hourly rate or shall at their option receive a substitute holiday,
15 use of which must be scheduled five (5) days in advance. Substitute holidays not taken off within one
16 (1) year shall be compensated for in cash.

17 B. Part-time employees who are eligible for holiday pay and are assigned to work on a
18 holiday shall be paid holiday compensation (1-1/2 the regular rate of pay) for the actual hours worked.
19 In addition to the holiday compensation for actual hours worked, the employees shall receive holiday
20 pay for holidays which fall on regularly scheduled working days and the holiday pay shall be pro-
21 rated based on the employees regularly scheduled working hours. Employees will not be
22 compensated for holidays falling on days that they are not regularly scheduled to work.

23 C. For those employees whose normal shift is longer than eight (8) hours in order to
24 receive their normal salary, shall be provided an option to either work additional hours in the pay
25 period or deduct hours from their annual leave bank.

26 **7.5 Holiday Staffing:** The County may use reduced staffing on holidays consistent with
27 weekend staffing requirements. Volunteers will be sought first for holiday staffing by rotating
28 through the list of employees by classification and seniority. If there are insufficient volunteers,

1 employees will be selected by the County using a rotation process. Employees may exchange
2 assigned holidays so long as the County incurs no additional costs. Employees proposing the
3 exchange must notify their supervisor in writing not less than fourteen (14) days in advance of the
4 holiday. Any exchange of holiday assignments will obligate both employees to work those days that
5 they have exchanged.

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ARTICLE 8: VACATIONS

8.1 Vacation Leave Accrual Schedule:

Regular, probationary, provisional and term-limited temporary employees shall be eligible for vacation leave benefits as described in the following table except in those instances expressly stated in this Article as an exception:

Full Years of Service		Vacation Days Earned (8 hour day)
Upon hire through end of Year	5	12
Upon beginning of Year	6	15
Upon beginning of Year	9	16
Upon beginning of Year	11	20
Upon beginning of Year	17	21
Upon beginning of Year	18	22
Upon beginning of Year	19	23
Upon beginning of Year	20	24
Upon beginning of Year	21	25
Upon beginning of Year	22	26
Upon beginning of Year	23	27
Upon beginning of Year	24	28
Upon beginning of Year	25	29
Upon beginning of Year and beyond	26	30

8.2 Part-time Employees: Regular, probationary, provisional and term-limited temporary employees who work a part-time schedule shall accrue vacation leave in accordance with the leave schedule set forth in 8.1; provided, however, such accrual rates shall be prorated to reflect his/her normally scheduled work week.

8.3 Vacation Accrual: Employees eligible for vacation leave shall accrue vacation leave

1 from their date of hire in a leave eligible position. Employees who work less than a full-time
2 schedule shall receive a pro-rated leave to reflect his/her normally scheduled workweek. Employees
3 may accrue up to sixty-days (60) vacation prorated to reflect their normally scheduled workday.
4 Employees shall use vacation leave beyond the maximum accrual amount prior to December 31 of
5 each year. Failure to use vacation leave beyond the maximum accrual amount will result in forfeiture
6 of the vacation leave beyond the maximum amount unless the manager/designee has approved a
7 carryover of such vacation leave because of cyclical workloads, work assignments or other reasons as
8 may be in the best interests of the County.

9 **8.4 Vacation Eligibility:** Employees eligible for vacation leave shall not be eligible to take or
10 be paid for vacation leave until they have successfully completed their first six (6) months of County
11 service in a leave eligible position, and if they leave County employment prior to successfully
12 completing their first six (6) months of County service, shall forfeit and not be paid for accrued
13 vacation leave. Vacation may not be used until earned. This provision does not apply to employees
14 using accrued vacation for a qualifying reason under the Washington Family Care Act.

15 **8.5 Vacation Payout:** Employees shall be paid for accrued vacation leave to their date of
16 separation up to the maximum accrual amount if they have successfully completed their first six (6)
17 months of County service in a paid leave eligible position up to 480 hours maximum. Payment shall
18 be the accrued vacation leave multiplied by the employee's rate of pay in effect upon the date of
19 leaving County employment less mandatory withholdings. If an employee leaves prior to successful
20 completion of the six months of County service, they shall forfeit and not be paid for accrued
21 vacation leave.

22 **8.6 Vacation Schedules:** The manager/designee will be responsible for scheduling vacation
23 of employees in such a manner as to achieve the greatest vacation opportunity for the employees
24 while maintaining the efficient functioning of the work unit. No employee shall work for
25 compensation for the County in any capacity during the time that the employee is on vacation.

26 **8.7 Maximum Accrual:** Employees eligible for vacation leave may accrue up to sixty (60)
27 days vacation prorated to reflect their normally scheduled workday. Employees eligible for vacation
28 leave shall use vacation leave beyond the maximum accrual amount prior to December 31 of each

1 year. Failure to use vacation leave beyond the maximum accrual amount will result in forfeiture of
2 the vacation leave beyond the maximum amount unless the manager/designee has approved a
3 carryover of such vacation leave because of cyclical workloads, work assignments or other reasons as
4 may be in the best interests of the County.

5 **8.8 Payout on Separation due to Death:** In cases of separation from County employment by
6 death of an employee with accrued vacation leave and who has successfully completed his/her first
7 six (6) months of County service in a paid leave eligible position, payment of unused vacation leave
8 up to the maximum accrual amount shall be made to the employee's estate, or, in applicable cases, as
9 provided for by state law, RCW Title 11.

10 **8.9 Vacation rate on Return:** If a regular employee eligible for vacation leave resigns from
11 County employment in good standing or is laid off and subsequently returns to County employment
12 within two (2) years from such resignation or layoff, as applicable, the employee's prior County
13 service shall be counted in determining the vacation leave accrual rate under 8.1.

14 **8.10 Partial Payments:** Employees who are FLSA overtime eligible may use vacation in half
15 hour (1/2) increments. FLSA-exempt employees may use vacation in increments of not less than one
16 (1) day.

17 **8.11 Limited use on Probation:** Employees who are in a probationary period as a result of
18 promotion shall be entitled to use vacation time accrued in their prior position while they are in a
19 probationary status in their new position subject to the approval of the manager/designee. Employees
20 may have additional rights to use accrued vacation for a qualifying reason under the Washington
21 Family Care Act, if applicable.

22 **8.12 Vacation Donation:** Any regular full-time or regular part-time employee who has
23 completed at least one (1) year of service may donate to any other regular employee a portion of his or
24 her accrued vacation for the purpose of supplementing the sick or family leave benefits of the
25 receiving employee. Donated vacation shall be converted to a dollar value based upon the donor's
26 straight-time rate of pay. Vacation donations are strictly voluntary. Employees are prohibited from
27 offering or receiving monetary or other compensation in exchange for donating vacation hours. The
28 number of hours donated shall not exceed the donor's accrued vacation credit as of the date of the

1 request.

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

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1 **ARTICLE 9: SICK LEAVE**

2 **9.1 Sick Leave:** Regular, probationary, provisional and term-limited temporary employees will
3 accrue sick leave benefits at the rate of 0.04616 hours for each hour in pay status exclusive of overtime
4 up to a maximum of eight (8) hours per month. Except, that sick leave will not begin to accrue until the
5 first of the month following the month in which the employee commenced employment. The employee
6 is not entitled to sick leave if not previously earned. Sick leave may be used by employees covered by
7 the FLSA in one-half hour increments at the discretion of their immediate supervisor. FLSA-exempt
8 employees use sick leave for absences of one full workday.

9 **9.2 Vacation as an extension of Sick Leave:** During the first six (6) months of service in a paid
10 leave eligible position, eligible employees may, at the manager/designee's discretion, use any accrued
11 days of vacation leave as an extension of sick leave. Employees may have additional rights to use
12 vacation for a qualifying reason under the Washington Family Care Act, if applicable. If an employee
13 does not work a full six (6) months in a paid leave eligible position, any vacation leave used for sick
14 leave must be reimbursed to the County upon termination.

15 **9.3 Partial Day Increments:** Sick leave may be used in one half (1/2) hour increments.

16 **9.4 Unlimited Accrual:** There will be no limit to the hours of sick leave benefits accrued by
17 paid leave eligible employee.

18 **9.5 Restoration following Separation:** Separation from employment except by reason of
19 retirement, layoff for non-disciplinary medical reasons, will cancel all sick leave accrued to the paid
20 leave eligible employee as of the date of separation. Should a regular employee resign in good standing,
21 be laid off or separated for non-disciplinary medical reasons and return to County employment within
22 two (2) years, his/her accrued sick leave will be restored.

23 **9.6 Pay upon Separation:** A paid leave eligible employee who has successfully completed at
24 least five (5) years of County service and who retires as a result of length of service or who separates by
25 reason of death will be paid, or his/her estate as provided for by RCW Title 11, as applicable, an amount
26 equal to thirty-five percent (35%) of his/her unused, accumulated sick leave multiplied by the
27 employee's rate of pay in effect upon the date of leaving County employment, less mandatory
28 withholdings.

1 **9.7 Leave Without Pay for Health Reasons:** An employee must use all of his/her sick leave
2 before taking unpaid leave for his/her own health reasons. If the injury can be compensated under the
3 County's workers compensation program, then the employee has the option to augment or not
4 augment time loss payments with the use of his/her accrued sick leave.

5 **9.8 Leave Without Pay for Family Reason:** For a leave for family reasons, the employee
6 will choose at the start of the leave whether the particular leave would be paid or unpaid (see 9.11);
7 but, when an employee chooses to take paid leave for family reasons s/he may set aside a reserve of
8 up to eighty (80) hours of accrued sick leave.

9 **9.9 Use of Vacation Leave as Sick Leave:** An employee who has exhausted all of his/her
10 sick leave may use accrued vacation leave before going on leave of absence without pay.

11 **9.10 Use of Sick Leave:** Accrued sick leave will be used for the following reasons:

12 A. The employee's bona fide illness; provided, that an employee who suffers an
13 occupational illness may not simultaneously collect sick leave and worker's compensation payments
14 in a total amount greater than the net regular pay of the employee;

15 B. The employee's incapacitating injury, provided that:

16 1. An employee injured on the job may not simultaneously collect sick leave
17 and worker's compensation payments in a total amount greater than the net regular pay of the
18 employee; though an employee who chooses not to augment his/her worker's compensation time loss
19 pay through the use of sick leave will be deemed on unpaid leave status;

20 2. An employee who chooses to augment workers compensation payments
21 with the use of accrued sick leave unless s/he notifies the workers compensation office in writing at
22 the beginning of the leave otherwise;

23 3. An employee may not collect sick leave and worker's compensation time
24 loss payments for physical incapacity due to any injury or occupational illness that is directly
25 traceable to employment other than with the County.

26 C. Exposure to contagious diseases and resulting quarantine.

27 D. A female employee's temporary disability caused by or contributed to by
28 pregnancy and childbirth.

1 E. The employee's medical, ocular or dental appointments provided that the
2 employee's manager/designee has approved the scheduling of sick leave for such appointments.

3 F. To care for the employee's eligible child or child of employee's spouse or domestic
4 partner if the child has an illness or health condition which requires treatment or supervision from the
5 employee;

6 G. To care for other family members, if:

7 1. The employee has been employed by the County for twelve (12) months or
8 more and has worked a minimum of one thousand forty (1040) hours in the preceding twelve (12)
9 months,

10 2. The family member is the employee's spouse or domestic partner, the
11 employee's child, a child of the employee's spouse or domestic partner, the parent of the employee,
12 employee's spouse or domestic partner or an individual who stands or stood in loco parentis to the
13 employee, the employee's spouse or domestic partner, employee's grandparent; and,

14 3. The reason for the leave is one of the following:

15 a. The birth of a son or daughter and care of the newborn child, or
16 placement with the employee of a son or daughter for adoption or foster care, if the leave is taken
17 within twelve (12) months of the birth, adoption or placement;

18 b. The care of the employee's child or child of the employee's spouse
19 or domestic partner whose illness or health condition requires treatment or supervision by the
20 employee; or

21 c. Care of a family member who suffers from a serious health
22 condition.

23 **9.11 Unpaid Leave:** An employee may take a total of up to eighteen (18) work weeks unpaid
24 leave for his or her own serious health condition, and for family reasons as provided in Sections
25 9.10.F and 9.10.G combined, within a twelve (12) month period. The leave may be continuous,
26 which is consecutive days or weeks, or intermittent, which is taken in whole or partial days as needed.
27 Intermittent leave is subject to the following conditions:

28 **A. Birth or Adoption:** When a leave is taken after the birth or placement of a child

1 for adoption or foster care, an employee may take leave intermittently or on a reduced leave schedule
2 only if authorized by the employee's manager/designee.

3 **B. Reduced Schedules:** An employee may take leave intermittently or on a reduced
4 schedule when medically necessary due to a serious health condition of the employee or family
5 member of the employee; and

6 **C. Temporary Transfer:** If an employee requests intermittent leave or leave on a
7 reduced leave schedule, under Section B. above, that is foreseeable based on planned medical
8 treatment, the manager/designee may require the employee to transfer temporarily to an available
9 alternative position for which the employee is qualified and that has equivalent pay and benefits and
10 that better accommodates recurring periods of leave than the regular position of the employee.

11 **9.11.1 Concurrent Time:** Use of donated leave will run concurrently with the eighteen (18)
12 workweek family medical leave entitlement.

13 **9.11.2 Insurance Premiums:** The County will continue its contribution toward health care
14 during any unpaid leave taken under Section 9.11.

15 **9.11.3 Return to Work from Unpaid Leave:** An employee who returns from unpaid family
16 or medical leave within the time provided in this Article is entitled, subject to layoff provisions, to:

17 A. The same position s/he held when the leave commenced; or

18 B. A position with equivalent status, benefits, pay and other terms and conditions of
19 employment; and

20 C. The same seniority accrued before the date on which the leave commenced.

21 **9.11.4 Failure to Return to Work:** Failure to return to work by the expiration date of the
22 leave of absence may be cause for removal and result in termination of the employee from County
23 service.

24 **9.12 Provider Certification:** The manager/designee and employee is responsible for the
25 proper administration of the sick leave benefit. Verification from a licensed health care provider may
26 be reasonably required to substantiate the health condition of the employee or family member for
27 leave requests.

28 **9.13 Definition of Child:** For purposes of this Article, a child means a biological, adopted or

1 foster child, a step child, a legal ward or a child of an employee standing in loco parentis to the child,
2 who is: under eighteen (18) years of age; or is eighteen (18) years of age or older and incapable of
3 self care because of mental or physical disability.

4 **9.14 FLSA:** Employees who are FLSA overtime eligible may use sick leave in half (1/2)
5 hour increments.

6 **9.15 Family and Medical Leave and Family Care:** Employees shall be entitled to family
7 medical leave, as provided by the King County Family Medical Leave Act, the federal Family
8 Medical Leave Act, and any Washington state laws that provide for family medical leave. For
9 reference purposes, the current texts of the King County Family Medical Leave Act and RCW
10 49.12.270 are attached as Addendums B and C, respectively.

1 **ARTICLE 10: GENERAL LEAVES**

2 **10.1 Donation of Leaves:** Donation of vacation leave hours and donation of sick leave
3 hours.

4 **A. Vacation leave hours:**

5 **1. Approval Required:** An employee eligible for paid leave may donate a
6 portion of his/her accrued vacation leave to another employee eligible for leave benefits. Such
7 donation will occur upon written request to and approval of the donating and receiving employee's
8 department director(s), except that requests for vacation donation made for the purposes of
9 supplementing the sick leave benefits of the receiving employee will not be denied unless approval
10 would result in a departmental hardship for the receiving department.

11 **2. Limitations:** The number of hours donated will not exceed the donor's
12 accrued vacation credit as of the date of the request. No donation of vacation hours will be permitted
13 where it would cause the employee receiving the transfer to exceed his/her maximum vacation
14 accrual.

15 **3. Return of Unused Donations:** Donated vacation leave hours must be used
16 within ninety (90) calendar days following the date of donation. Donated hours not used within
17 ninety (90) days or due to the death of the receiving employee will revert to the donor. Donated
18 vacation leave hours will be excluded from vacation leave payoff provisions contained in this Article.
19 For purposes of this Article, the first hours used by an employee will be accrued vacation leave hours.

20 **B. Sick leave hours:**

21 **1. Written Notice Required:** An employee eligible for paid leave may
22 donate a portion of his/her accrued sick leave to another employee eligible for leave benefits upon
23 written notice to the donating and receiving employee's department director(s).

24 **2. Minimum Leave Balance Required (Donor):** No donation will be
25 permitted unless the donating employee's sick leave accrual balance immediately subsequent to the
26 donation is one hundred (100) hours or more. No employee may donate more than twenty-five (25)
27 hours of his/her accrued sick leave in a calendar year.

28 **3. Return of Unused Donations:** Donated sick leave hours must be used

1 within ninety (90) calendar days. Donated hours not used within ninety (90) days or due to the death
2 of the receiving employee will revert to the donor. Donated sick leave hours will be excluded from
3 the sick leave payoff provisions contained in this Agreement, and sick leave restoration provisions
4 contained in this Agreement. For purposes of this Article, the first hours used by an employee will be
5 accrued sick leave hours.

6 **C. No Solicitation:** All donations of vacation and sick leave made under this Article
7 are strictly voluntary. An employee is prohibited from soliciting, offering or receiving monetary or
8 any other compensation or benefits in exchange for donating vacation or sick leave hours.

9 **D. Conversion Rate:** All vacation and sick leave hours donated will be converted to
10 a dollar value based on the donor's straight time hourly rate at the time of donation. Such dollar
11 value will then be divided by the receiving employee's hourly rate to determine the actual number of
12 hours received. Unused donated vacation and sick leave will be reconverted based on the donor's
13 straight time hourly rate at the time of re-conversion. An employee eligible for paid leave benefits
14 may donate accrued vacation and/or sick leave in accordance with procedures set forth under Chapter
15 3.12.223 of the King County Code (K.C.C.).

16 **10.2 Leave - Organ Donors:** The manager/designee shall allow all employees eligible for
17 paid leave benefits who are voluntarily participating as donors in life-giving or life-saving procedures
18 such as, but not limited to, bone marrow transplants, kidney transplants, or blood transfusions to take
19 five (5) days paid leave, which shall not be charged to sick or vacation leave, provided that:

20 **A.** The employee gives the manager/designee reasonable advance notice of the need to
21 take time off from work for the donation of bone marrow, a kidney, or other organs or tissue where
22 there is reasonable expectation that the employee's failure to donate may result in serious illness,
23 injury, pain or the eventual death of the identified recipient.

24 **B.** The employee provides written proof from an accredited medical institution,
25 organization or individual as to the need for the employee to donate bone marrow, a kidney, or other
26 organs or tissue or to participate in any other medial procedure where the participation of the donor is
27 unique or critical to a successful outcome.

28 **C.** Time off from work for the purpose set out above in excess of five (5) working

1 days will be subject to the terms of this Agreement.

2 **10.3. Bereavement Leave:**

3 A. Employees eligible for paid leave benefits shall be entitled to three (3) working
4 days of bereavement leave per occurrence of any death of members of their immediate family.

5 B. Employees eligible to accrue paid leave benefits who have exhausted their
6 bereavement leave, shall be entitled to use sick leave in the amount of three (3) days for each instance
7 when death occurs to any member of the employee's immediate family.

8 C. In cases of family care where no sick leave benefit exists, the employee may use
9 vacation leave, compensatory time or may be granted leave without pay.

10 D. In the application of any of the foregoing provisions, when a holiday or regular day
11 off falls within the prescribed period of absence, it shall not be charged against the employee's sick
12 leave account nor bereavement leave credit.

13 E. For the purposes of this Section, a member of the immediate family is as follows:
14 spouse, domestic partner, grandparent, parent, child, sibling, child-in-law, parent-in-law, grandchild
15 or grandparent of the employee, employee's spouse or employee's domestic partner.

16 **10.4 Leave - Examinations:** Employees eligible for paid leave benefits shall be entitled to
17 necessary time off with pay for the purpose of participating in County qualifying or promotional
18 examinations. This shall include time required to complete any required interviews.

19 **10.5 Jury Duty:**

20 A. Employees eligible for paid leave benefits who are ordered on a jury shall be
21 entitled to their regular County pay; provided, that fees for such jury duty are deposited, exclusive of
22 mileage, with the Finance and Business Operations Division of the Department of Executive
23 Services. Employees shall report back to their supervisor on their next scheduled workday when
24 dismissed from jury service.

25 **10.6 School Volunteer:** Employees eligible for paid leave benefits shall be allowed the use
26 of up to three (3) days of sick leave each year to allow employees to perform volunteer services at the
27 school attended by the employee's child; provided, an employee requesting to use sick leave for this
28 purpose will submit such request in writing specifying the name of the school and the nature of the

1 volunteer services to be performed.

2 **10.7 Military Leave:** A leave of absence for active military duty or active military training
3 duty will be granted to eligible employees in accordance with applicable provisions of state and/or
4 federal law; and County policy provided that a request for such leave shall be submitted to the
5 manager/designee in writing by the employee and accompanied by a validated copy of military orders
6 ordering such active duty or active training duty.

7 **10.8 Executive Leave:** Employees who are exempt from the overtime provisions of the
8 FLSA shall be eligible for up to 10 days of Executive Leave annually. All employees who are exempt
9 from overtime shall receive at least three (3) days of Executive Leave annually.

10 **10.9 Leave Without Pay:**

11 A. An employee eligible for leave benefits may take a leave of absence without pay
12 for thirty (30) calendar days or less if authorized in writing by the employee's appointing authority.

13 B. An employee eligible for leave benefits may take a leave of absence without pay
14 for more than thirty (30) calendar days if authorized in writing by the employee's appointing authority
15 and the director.

16 C. Leaves of absence without pay shall be for periods not to exceed one (1) year
17 except that the director may, in special circumstances, grant an extension beyond one (1) year.

18 D. Other employee benefits as provided in Chapter 3 of the King County Code shall
19 not be provided to or accrue to the employee while on leave of absence without pay, except as
20 provided in King County Code 3.12.220.

21 E. If a leave of absence without pay was granted for purposes of recovering health, the
22 employee shall be required by the director to submit a physician's statement concerning the
23 employee's ability to resume duties prior to return to work.

24 F. An employee on leave of absence without pay may return from the leave before its
25 expiration date if the employee provides the appointing authority with a written request to that effect
26 at least fifteen (15) days prior to resuming duties.

27 G. Failure to return to work by the expiration date of a leave of absence without pay
28 shall be cause for removal and shall result in automatic termination of the employee from County

1 service.

2 H. A leave of absence without pay may be revoked by the director upon evidence
3 submitted to the director by the appointing authority of the employee indicating that such leave was
4 requested and granted under false pretenses, or that the need for such leave has ceased to exist.

5 **10.10 Closure of County Facilities:**

6 **A. Pay for employees in case of facility closure.**

7 1. If a facility is closed by order of the County Executive, regular, provisional,
8 probationary and term limited temporary employees scheduled to work will be paid their normal
9 salary or hourly wage until such time as the facility is reopened, alternative worksites are arranged, or
10 a reduction in force is implemented. If the shutdown extends for more than one week, the status of
11 displaced workers may be reviewed by the Executive to determine whether a reduction in force due to
12 either lack of funds or lack of work is in order. This applies to affected overtime exempt as well as
13 hourly employees.

14 Employees who previously request and have been approved for time off (e.g., vacation, sick
15 leave, compensatory time off, executive leave, leaves of absence) will have hours deducted from their
16 accruals as approved.

17 Employees designated as first responders and mission critical employees who are unable to
18 report to work will have their time charged to vacation, comp-time (hourly), Executive Leave
19 (salaried) or leave without pay unless the agency director determines that regular pay is warranted and
20 waives the charging of the time missed.

21 2. Where a department or division director or agency administrator closes
22 operations in his or her agency during the work day or orders employees to leave the premises
23 because of safety concerns, employees (regular, provisional, probationary and term limited
24 temporary) scheduled to work will be paid for the normally scheduled work day.

25 3. Continued closure of a facility outside the downtown core beyond the first
26 day (or partial day) as described above must be approved by the Executive; otherwise, the facility will
27 be deemed open.

28 **B. Pay for employees where facilities remain open for business.**

1 Where a department, office or facility remains open but conditions prevent an employee from
2 reporting to work:

- 3 1. The employee will notify his or her supervisor as soon as possible.
4 2. The employee may request, and the supervisor may approve, the use of
5 compensatory time, executive leave, vacation time, or leave without pay to cover absences resulting
6 from a county emergency, critical incident, or inclement weather. Sick leave may not be used in such
7 instances except where appropriate under sick leave provisions of the King County Code, Personnel
8 Guidelines and this collective bargaining agreement.

1 **ARTICLE 11: HOURS OF WORK AND OVERTIME**

2 **11.1 Standard Five-Eight (5-8) Workweek Schedule:** For FLSA non-exempt employees, the
3 standard workweek will consist of five (5) consecutive work days not to exceed eight (8) hours each
4 exclusive of the meal period and not to exceed forty (40) hours per week and shall normally be
5 scheduled Monday through Friday. However, the establishment of work schedules is vested solely
6 within the purview of the County and may be changed from time to time with 2 weeks notice to the
7 employee.

8 **11.2 Overtime Payment:** Employees covered by this bargaining unit who are employed in a
9 bona fide executive, administrative or professional capacity and are in turn exempt from overtime
10 payments under the Federal Fair Labor Standards Act are expected to work the hours necessary to
11 satisfactorily perform their jobs. These employees are not eligible for overtime payments

12 **11.2.1** Hourly employees shall be paid at an overtime rate of one and one half times their
13 regular rate of pay for all hours worked in excess of their regularly scheduled work day or work week.
14 Unworked hours in a paid status (e.g., vacation, sick leave) shall be counted toward the overtime
15 eligibility threshold.

16 **11.2.2** All overtime shall be authorized in advance by the division manager/designee in
17 writing, except in emergencies.

18 **11.3 Alternative Work Schedules:** A full-time employee may request, a four (4) day, forty
19 (40) hour work week, a nine (9) day, eighty (80) hour bi-weekly work schedule, or other alternative
20 schedule in order to support the County Commute Trip Reduction program. Employees will submit
21 written requests for alternative work schedule approval to the Section Manager/designee. Requests
22 will be evaluated and approved or denied relative to the business needs of the organization, and must
23 be reviewed at least annually. In administering any such alternative work schedule, the following
24 working conditions shall prevail:

25 A. Employee participation shall be on a voluntary basis unless the Section Manager
26 determines that an alternative schedule is essential to the business needs of the organization. The
27 establishment of and approval for alternative work schedules is vested solely within the purview of
28 the County and may be changed from time to time. Such changes will normally require at least two

1 (2) weeks notice to the employee.

2 B. If a holiday designated pursuant to Section 7.1 falls on a Saturday or on a Friday
3 that is the normal day off, then the holiday will be taken on the last normal workday. If a designated
4 holiday falls on a Monday that is the normal day off or on a Sunday, then the holiday will be taken on
5 the next normal workday. This schedule will be followed unless the employee and his or her
6 supervisor determine that some other day will be taken for the holiday; provided, however, that in
7 such case the holiday time must be used no later than the end of the following pay period.

8 C. If multiple employees in a work group desire an alternative work schedule with the
9 same days off, the County may, upon written notice to TEA, subject requests for alternative schedules
10 to a bidding process, with priority given to employees in order of decreasing seniority.

11 D. Employees who currently work on an alternative work schedule shall be permitted
12 to retain that work schedule, subject to the management approval requirements in Section A.

13 **11.4 Compensatory Time:** An overtime eligible employee may request, and with approval of
14 the manager/designee, may receive compensatory time off in lieu of overtime pay. Such time shall be
15 earned at the rate of one and one-half (1-1/2) hours for each hour worked.

16 **11.5 Emergency Call Back:** An FLSA non-exempt employee covered by this Agreement
17 who is called to duty after completion of his or her regular shift or work week shall be granted a
18 minimum of four (4) hours pay at the applicable overtime rates.

19 An Emergency Call Back shall be defined as a circumstance where an employee has left the
20 work premises at the completion of his or her regular work shift and is required to report to duty prior
21 to the start of his or her next regularly scheduled work shift. An employee who is called back to
22 report to work before the commencement of his or her regular work shift shall be compensated in
23 accordance with the Emergency Call Back provisions of this Collective Bargaining Agreement.

24 **11.6 Telecommuting:** TEA and the County mutually recognize the importance of regularly
25 reporting to the assigned work site for the purposes of accomplishing work, however, consistent with
26 past practice, an employee may occasionally request, and a supervisor may occasionally approve, an
27 alternative telecommuting work schedule for a limited period of time for the purpose of
28 accommodating and balancing the individual needs of an employee and the business needs of the

1 organization. Additionally, employees are covered by the King County Telecommuting Policy (PER-
2 18.4 (AEP), and any amendments thereto.

3 **11.7 Home Free Guarantee:** The County will operate a program to provide employees with
4 a free ride home by taxi, if on a given day the employee has commuted to work by bus, carpool,
5 vanpool, bike or walking on the day of the trip and has an emergency or works unanticipated overtime
6 that day which requires the employee to leave work at other than the employee's regularly scheduled
7 quit time. Determination of what constitutes a qualified emergency will be made at each worksite by
8 the employee designated by the County. Employees can exercise their home free guarantee a
9 maximum of eight (8) times per calendar year.

1 **ARTICLE 12: REDUCTION IN FORCE**

2 **12.1 Order of layoff:** In the event of a reduction in force due to lack of work, lack of funds
3 or considerations of efficiency, the order of layoff will be determined by classification on the basis of
4 seniority. Where two or more regular employees within a classification are of equal seniority,
5 bargaining unit seniority shall determine the order of layoff between those employees. If the
6 employees are still tied after consideration of bargaining unit seniority, total County service shall
7 break the tie. If the employees are still tied, the County shall break the tie by considering merit.

8 **12.2 Seniority Calculation:** Seniority shall be the total time spent in a particular
9 classification. Part-time employees shall receive full credit. For instance, a 3/4 time employee who
10 works for 1 year in a classification shall have one (1) full year seniority in that position. If an
11 employee is bumped to a lower level classification in a classification series, the employee's seniority
12 shall be all of the time spent in the lower level classification combined with any time spent in higher
13 level classifications in the same class series.

14 **12.3. Classification Series:** The classification series shall be as follows:

15

16

17

Capital Project Management
Real Estate and Environmental Planning Supervisor
Transit Engineer

18

19 If additional classifications are added to the bargaining unit, the parties will negotiate the
20 impact on this list of classification series.

21 **12.4** Employees may only bump into lower level classifications within the same classification
22 series.

23 **12.5 Example:**

- 24 1. Employer decides to layoff an Engineer III.
- 25 2. There are 3 Engineer IIIs. One with 2 years as an Engineer III, one with 4 years,
26 one with 6 years.
- 27 3. The Engineer III with 2 years will be laid off.
- 28 4. The laid off Engineer III may try to bump into a lower classification in the series. If

1 the Engineer III had 2 prior years as an Engineer II, the Engineer III has 4 years for purpose of
2 bumping into the Engineer II classification.

3 **12.6 Qualifications:** No employee may bump another employee in a classification unless the
4 bumping employee meets the essential qualifications for the classification and the specific
5 qualifications for the position to which he/she intends to bump.

6 **12.7 Re-call Rights:** A regular employee who is laid off will have recall rights to his/her
7 previous position for two (2) years from the date of layoff. An employee retains his/her recall rights
8 if he/she accepts a lesser position with the County. An employee who is laid off shall forfeit his/her
9 recall rights if he/she refuses a recall.

10 **12.8 Notice of Recall:** A regular employee will have ten (10) days from the date the notice of
11 recall is sent by certified mail in which to notify the County of whether he/she will accept the
12 position. The County will consider the employee's failure to notify the County within ten (10) days a
13 refusal; however, if the County determines that there are warranting circumstances, it may accept a
14 late notice from an employee. Notices will be in writing. It is the employee's responsibility to keep
15 the County informed of his/her current address.

16 **12.9 Reinstatement:** A regular employee recalled within two (2) years from the time of
17 layoff will have any forfeited sick leave accruals and seniority restored and adjusted for the period of
18 layoff, and vacation leave accrual rate restored.

1 **ARTICLE 13: NON-DISCRIMINATION**

2 The County shall not unlawfully discriminate against any employee with respect to
3 compensation, terms, conditions or privileges of employment because of race, color, creed, religion,
4 national origin, age, sex, sexual orientation, TEA activities, marital status, physical, mental or sensory
5 disability.

1 **ARTICLE 14: WORK STOPPAGES AND EMPLOYER PROTECTION**

2 **14.1 No Work Stoppages:** The County and the Association agree that the public interest
3 requires efficient and uninterrupted performance of County services and to this end pledge their best
4 efforts to avoid or eliminate any conduct contrary to this objective. Specifically, the Association shall
5 not cause or condone any work stoppage, including any strike, slowdown, or refusal to perform any
6 customarily assigned duties, sick leave absence which is not bona fide, or other interference with
7 County functions by employees under this Agreement and, should same occur, the Association agrees
8 to take appropriate steps to end such interference. Any concerted action by employees shall be
9 deemed a work stoppage if any of the above activities occurs.

10 **14.2 Association's Responsibilities:** Upon notification in writing by the County to the
11 Association that any of its members are engaged in work stoppage, the Association shall immediately,
12 in writing, order such members to immediately cease engaging in such work stoppage and provide the
13 County with a copy of such order. In addition, if requested by the County, a responsible official of
14 the Association shall publicly order such employees to cease engaging in such a work stoppage.

1 **ARTICLE 15: MEDICAL, DENTAL AND LIFE PLAN**

2 Benefits eligible employees shall receive medical, dental, and life benefits as outlined in the
3 Memorandum of Agreement coded 424&425U0106 and attached hereto as Addendum D.

1 **ARTICLE 16: SAVINGS CLAUSE**

2 Should any part hereof or any provision in this Agreement be rendered or declared invalid by
3 reason of any existing or subsequently enacted legislation or by any decree of a court of competent
4 jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the
5 remaining portions hereof; provided, however, upon such invalidation the parties agree to meet within
6 thirty (30) calendar days and negotiate such parts or provisions affected. The remaining parts or
7 provisions of this Agreement shall remain in full force and effect.

1 **ARTICLE 17: WAGE RATES**

2 17.1 Wage adjustments under this Agreement shall be retroactive to January 1, 2005.

3 17.2 **2005 Wage Rate:** The salary ranges for employees in the bargaining unit are set forth in
4 Addendum A, attached to this Agreement.

5 17.3 **2006 Wage Rate:** Effective January 1, 2006, the pay for all classifications in the
6 bargaining unit shall be increased by 90% CPI-W U.S. All Cities, based on September-to-September
7 figures of the preceding year. Such percentage increase will not be less than 2 percent, nor will it be
8 greater than 6 percent.

9 17.4 **2007 Wage Rate:** Effective January 1, 2007, the pay for all classifications in the
10 bargaining unit shall be increased by 90% CPI-W U.S. All Cities, based on September-to-September
11 figures of the preceding year. Such percentage increase will not be less than 2 percent, nor will it be
12 greater than 6 percent.

13 17.5 **Step Increase and Merit Pay:** Existing County employees promoted into bargaining
14 unit positions shall be placed into a step providing a rate of pay not less than approximately 5% above
15 the previous rate of pay. Upon satisfactory completion of a six (6) month probationary period, regular
16 employees shall receive one (1) step (as established in Addendum A) increase.

17 Every employee who received at least a satisfactory year-end evaluation and who is not at the
18 top of his or her schedule will advance within his/her salary range one (1) step (as established in
19 Addendum A) on January 1 of the following year. An employee at the top of his or her schedule shall
20 be eligible for merit increases according to the existing practice.

21 **17.6 Licensing and Stamping.**

22 Employees who hold Professional Engineering licenses or American Institute of Architecture
23 licenses shall be eligible for the following monthly premiums:

24 1. \$50 for employees who have PE or AIA licenses.

25 2. An additional \$50 for employees who have PE or AIA licenses and whose positions
26 require the stamping of engineering or architectural plans.

27 This benefit shall be effective on the first pay period after the ratification of this Agreement
28 and shall not be paid retroactively.

1 **ARTICLE 18: EMPLOYEE RIGHTS**

2 **18.1 Review of Personnel Files:** The only personnel files will be the Department personnel
3 file and the Section personnel file. Additionally, supervisors may keep a "working file" which may
4 be used for the purpose of developing an annual evaluation. Such materials will be purged from this
5 working file when the evaluation is finalized. Notes taken for such purpose may be added to the
6 personnel file.

7 A copy of material placed into an employee's personnel file(s) shall be provided to the
8 employee at the time of its placement in the file.

9 Upon request, an Employee can schedule an appointment to review his/her personnel files.
10 An Employee may authorize his/her Association representative to obtain a copy of his/her personnel
11 files. An Employee may also review and copy, upon request, any files to which s/he has a legal right
12 to access. Employees who challenge material included in their personnel files are permitted to insert
13 material relating to the challenge.

14 **18.2 Union Representation:** An Employee, at his/her request has the right to Association
15 representation at any meeting which s/he reasonably believes may lead to disciplinary action against
16 the Employee. If the employee requests TEA representation in such a matter, the Employee will be
17 provided reasonable time to arrange for TEA representation. The parties acknowledge that in certain
18 instances a reasonable time may be as little as that same day.

19 **18.3 Release Time and Facilities Access:**

20 **18.3.1 Workplace Access:** An employee authorized by TEA to serve as its representative
21 may visit the work location of other employees at reasonable times for purpose of administering the
22 terms of this Agreement. TEA shall regularly submit a list of its designated representatives to the
23 Manager of Design and Construction. If the TEA representative is making a worksite visit during his
24 or her regular work hours, s/he will obtain agreement from his/her supervisor. Before visiting the
25 work location, the TEA representative must contact the supervisor or manager of that location to
26 ensure that the worksite visit will not unduly interfere with normal operations at the worksite.

27 **18.3.2 Release Time:** When it is necessary during a TEA representative's work hours for that
28 TEA representative to participate in County meetings (i.e., investigatory interviews, Labor-

1 management meetings, negotiations, or grievance hearings) the TEA representative shall be on paid
2 time. In no instance shall the release of the TEA representative for this purpose interfere with County
3 operations. Release time shall be permitted for contract negotiations for a total of up to two (2)
4 people from the transit TEA Supervisors' bargaining unit to bargain the contract for the Supervisors'
5 TEA bargaining unit.

6 **18.3.3 Bulletin Boards:** The County will permit the union to post or distribute, in the
7 Employees work locations announcement of meetings, elections of officers and other Association
8 materials, provide there is sufficient space beyond what is required by the County for normal
9 operations. Only recognized officers, stewards and authorized representatives of the TEA will be
10 entitled to post TEA materials.

1 **ARTICLE 19: CONTRACTING OUT**

2 **19.1** The County agrees not to contract out the work typically performed by TEA members to
3 outside employers if such contracting out would result in a reduction in force of Association
4 employees in regular full-time positions.

5 **19.2** The County agrees not to utilize the services of a consulting firm for the purpose of
6 providing consultants to perform work traditionally and historically conducted by TEA bargaining
7 unit members, unless the consultants' work is limited to specific project-specific or work order
8 contracts, or used to augment the workforce on a short-term, temporary basis. This provision does
9 not preclude the County from hiring contract workers or consultants to augment work performed by
10 the bargaining unit in a manner that is consistent with the past practice of Design & Construction.

11 **19.3** The County agrees that it will not utilize individuals employed by consulting firms in
12 situations where the individuals are placed under the principal supervision of a County employee who
13 has authority to direct and assign their work.

14 **19.4** The County agrees that work performed by consultants will be limited to providing the
15 specific work product or service set forth within the terms of the consultant contracts.

16 **19.5** If, in order to adhere to County policies and procedures or state, local, and federal grant
17 conditions for a specific project, the County is required to contract all or part of the work to be
18 performed due to the limitations imposed by the funding agreement, such contracting, which shall be
19 limited as to what is required in each agreement, shall not be considered a violation of this Article;
20 provided that such contracting complies with Article 19.1.

1 **ARTICLE 20: BUS PASSES**

2 **20.1** Employees eligible for leave and insured benefits and eligible retirees as defined in this
3 section shall be issued a transit bus pass entitling the holder to ride without payment of fare on public
4 transportation services operated by or under the authority of the County. In addition, such employees
5 shall be entitled to use the transit bus pass to ride without payment of fare on public transportation
6 services operated by or under the authority of Pierce Transit, Kitsap Transit and Community Transit,
7 subject to agreements with such agencies as may be entered into by the executive. Use of transit bus
8 passes shall be restricted to such employees and retirees, and any unauthorized use shall, at a
9 minimum, result in forfeiture of the passes. Employees not eligible for leave and insured benefits
10 under this chapter shall not receive transit passes or any transit bus pass subsidy.

11 **20.2** For purposes of this section, "eligible retiree" means an employee eligible for leave and
12 insured benefits under this chapter who (1) separates from employment with the County while
13 holding a position determined by the director of the Department of Transportation to be dedicated
14 exclusively to the public transportation function, and (2) on the date of said separation is eligible to
15 receive benefits from a retirement system established pursuant to state law.

16 **20.3 Automobile Reimbursement:** No employee shall be required as a condition of
17 employment to provide a personal automobile for use on County business. Any use of a personal
18 automobile for County business shall be mutually agree to by the County and the employee and shall
19 be reimbursed at the rate established by the Internal Revenue Service.
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1 **ARTICLE 21: WORK OUT-OF-CLASSIFICATION**

2 Employees may be assigned work out of their regular classification. If the assigned work is to
3 a lower classification, the employee will receive his/her normal rate of pay. Work out of the
4 employee's regular classification to a higher paying classification shall be assigned in writing by the
5 manager/designee prior to the work being performed. Compensation for the out-of-class assignment
6 shall begin the day identified in the written assignment, but shall not be retroactive. Nothing in this
7 article shall limit management from assigning an employee incidental work outside of the employee's
8 current classification; such incidental work assignment shall not constitute the basis for an out-of-
9 class assignment. An employee reserves the right to bring to the attention of his or her supervisor any
10 instance where he or she has been asked to perform or has been performing ongoing work
11 predominantly covered by a higher classification. No employee may assume the duties of a higher
12 paid position without formal assignment, except in a bona fide emergency, or in the case of incidental
13 work as described above. Pay rates for work in a higher classification will be in accordance with
14 County policy.

1 **ARTICLE 22: SAFETY AND STANDARDS**

2 The County and its employees value a safe working environment and recognize their mutual
3 obligation to maintain safety standards. The County shall adopt and enforce a program in accordance
4 with applicable state and federal laws and regulations. The County may create and enforce safety
5 standards above those required by law, provided that nothing in this Article waives TEA's rights to
6 collectively bargain. The County shall supply and maintain safety-related items and equipment as
7 required by law or Department or Division policy or directive.

1 **ARTICLE 23: PROMOTIONS**

2 The County and the Association agree to develop and maintain a promotional system that will
3 allow employees to be promoted to job classifications in the bargaining unit depending on their
4 demonstrated skills, knowledge, and the availability of higher level work and funding. The benefits
5 to the employees and the organization include the following:

- 6 • Increases efficiency and effectiveness by retaining trained and qualified employees
- 7 • Promotes a productive, high quality work environment
- 8 • Provides employees with career growth opportunities in Design and Construction
- 9 • Enhances employee morale

10 The County and the Association have the following shared interests for filling vacancies of
11 positions represented by the Association:

- 12 • Hiring the most qualified candidate to fill the position
- 13 • A quick and fair process
- 14 • Promoting from within

15 Management will determine staffing requirements based on an analysis of the business needs.
16 When new staffing positions are created or vacant positions are to be filled, it will be advertised to the
17 bargaining unit members. Members shall complete and submit all requested application materials by
18 the required application deadline.

19 Vacancies may be advertised simultaneously to the Association and outside the Association in
20 the interest of efficiency. Application materials will be reviewed to identify those bargaining unit
21 candidates who meet the minimum qualifications of the positions based on the "qualifications" and
22 "special necessary requirements" listed on the job bulletin. The highly qualified candidates are those
23 who meet the "highly desirable" and/or "desirable" qualifications listed on the job bulletin. If there
24 are at least three (3) highly qualified internal applicants, management will interview a minimum of
25 three (3) highly qualified internal candidates before considering outside candidates. One of these
26 highly qualified candidates will be selected for the job. If there are fewer than three (3) highly
27 qualified Association candidates, management may also consider the outside candidates. The most
28 qualified candidate will be selected. Management's decision on who is the most qualified applicant is

1 solely within its discretion and is not grievable under this Agreement.

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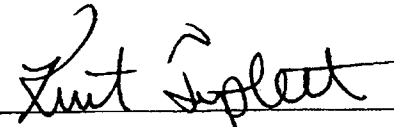
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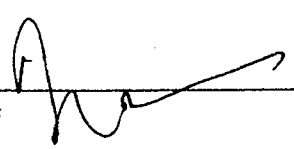
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1 **ARTICLE 24: DURATION**

2 This Agreement shall be effective through December 31, 2007. This Agreement is subject to
3 ratification by the King County Council.

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9 APPROVED this 10th day of October, 2007

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13 By: 
14 ~~for~~ King County Executive

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21 Roger Browne
22 President
23 Technical Employees Association

cba Code: 426

ADDENDUM A
TECHNICAL EMPLOYEES ASSOCIATION
Department of Transportation - Supervisors
Wages Effective January 1, 2005

Union Code: W1

Job Class Code	Peoplesoft Job Class Code	Class Title	King County Squared Table Range	Steps*
7115100	712804	Capital Project Managing Supervisor	74	1-2-3-4-5
2635100	263302	Real Estate, Land Use & Environ Planning Supervisor	74	1-2-3-4-5
7140500	714603	Transit Engineer V	70	1-2-3-4-5
7140600	714703	Transit Engineer VI	74	1-2-3-4-5

*These steps equate to Steps 2-4-6-8-10 on the King County "Squared" Table Pay Schedule.

15948

Attachment B

**ADDENDUM B
AGREEMENT BETWEEN
KING COUNTY
AND
TECHNICAL EMPLOYEES ASSOCIATION
Department of Transportation - Supervisors**

15948

3.12.220 Sick leave and time off for medical and family reasons.

A. Except for employees covered by K.C.C. 3.12.220.G, employees eligible for leave benefits shall accrue sick leave benefits at the rate of 0.04616 hours for each hour in pay status exclusive of overtime up to a maximum of eight hours per month; except that sick leave shall not begin to accrue until the first of the month following the month in which the employee commenced employment. The employee is not entitled to sick leave if not previously earned.

B. During the first six months of service, employees eligible to accrue vacation leave may, at the appointing authority's discretion, use any accrued days of vacation leave as an extension of sick leave. If an employee does not work a full six months, any vacation leave used for sick leave must be reimbursed to the county upon termination.

C. For employees covered by the overtime requirements of the Fair Labor Standards Act, sick leave may be used in one-half hour increments, at the discretion of the appointing authority.

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

E. Separation from or termination of county employment except by reason of retirement or layoff due to lack of work, funds, efficiency reasons or separation for nondisciplinary medical reasons, shall cancel all sick leave accrued to the employee as of the date of separation or termination. Should the employee resign in good standing, be separated for nondisciplinary medical reason or be laid off, and return to county employment within two years, accrued sick leave shall be restored, but the restoration shall not apply where the former employment was in a term-limited temporary position.

F.1. Except for employees covered by K.C.C. 3.12.220.G, employees eligible to accrue sick leave and who have successfully completed at least five years of county service and who retire as a result of length of service or who terminate by reason of death shall be paid, or their estates paid or as provided for by Title 11 RCW, as applicable, an amount equal to thirty-five percent of their unused, accumulated sick leave multiplied by the employee's rate of pay in effect upon the date of leaving county employment less mandatory withholdings. This provision is predicated on the requirement that, except with the written approval of the executive, the position, if vacated by a nonrepresented employee, shall not be filled until salary savings for such position are accumulated in an amount sufficient to pay the cost of the cashout. For the purposes of this subsection F.1, "retire as a result of length of service" means an employee is eligible, applies for and begins drawing a pension from the Law Enforcement Officers and Firefighters (LEOFF), Public Employees' Retirement System (PERS), Public Safety Employees' Retirement System (PSERS) or the city of Seattle Retirement plan immediately upon terminating county employment.

2.a. In lieu of the remuneration for unused sick leave at retirement, the manager of the human resources division, or the manager's designee, may, with equivalent funds, provide eligible employees with a voluntary employee beneficiary association plan that provides for reimbursement of retiree and other qualifying medical expenses.

b. The manager shall adopt procedures for the implementation of all voluntary employee beneficiary association plans. At a minimum, the procedures shall provide that:

(1) each group of employees hold an election to decide whether to implement a voluntary employee beneficiary association plan for a defined group of employees. The determination of the majority of voting employees in a group shall bind the remainder. Elections for represented employees shall be conducted by the appropriate bargaining representative. Elections for non-represented employees shall be conducted in accordance with procedures established by the manager;

(2) the manager has discretion to determine the scope of employee groups voting on whether to adopt a voluntary employee beneficiary association plan. The manager shall consult with bargaining representatives and elected officials in determining the scope of voting groups;

(3) any voluntary employee beneficiary association plan implemented in accordance with this subsection F.2. complies with federal tax law. Disbursements in accordance with this subsection F.2. shall be exempt from withholdings, to the extent permitted by law; and

(4) employees shall forfeit remuneration under subsections F.1. and 2. of this section if the employee belongs to a group that has voted to implement a voluntary employee beneficiary association plan and the employee fails to execute forms that are necessary to the proper administration of the plan within twelve months of retirement by reason of length of service, as defined in subsection F.1. of this subsection.

G. Uniformed employees covered under the LEOFF Retirement System-Plan I shall apply for disability retirement under RCW 41.26.120.

H. An employee must use all of his or her accrued sick leave and any donated sick leave before taking unpaid leave for his or her own health reasons. If the injury or illness is compensable under the county's workers compensation program, then the employee has the option to augment or not augment time loss payments with the use of accrued sick leave. For a leave for family reasons, the employee shall choose at the start of the leave whether the particular leave would be paid or unpaid; but when an employee chooses to take paid leave for family reasons he or she may set aside a reserve of up to eighty hours of accrued sick leave. An employee who has exhausted all of his or her sick leave may use accrued vacation leave before going on leave of absence without pay, if approved by his or her appointing authority. Sick leave shall be used for the following reasons:

1. The employee's bona fide illness, but an employee who suffers an occupational illness may not simultaneously collect sick leave and worker's compensation payments in a total amount greater than the net regular pay of the employee;

2. The employee's incapacitating injury, but:

a. an employee injured on the job may not simultaneously collect sick leave and worker's compensation payments in a total amount greater than the net regular pay of the employee; though an employee who chooses not to augment his or her worker's compensation time loss pay through the use of sick leave shall be deemed on unpaid leave status;

b. an employee who chooses to augment workers' compensation payments with the use of accrued sick leave shall notify the safety and workers' compensation program office in writing at the beginning of the leave;

c. an employee may not collect sick leave and workers' compensation time loss payments for physical incapacity due to any injury or occupational illness which is directly traceable to employment other than with the county;

3. The employee's exposure to contagious diseases and resulting quarantine;

4. A female employee's temporary disability caused by or contributed to by pregnancy and childbirth;

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

6. To care for the employee's child as defined in this chapter if the child has an illness or health condition which requires treatment or supervision from the employee; or

7. To care for other family members, if:

a. the employee has been employed by the county for twelve months or more and has worked a minimum of nine hundred ten hours (thirty-five-hour employee) or one thousand forty hours (forty-hour employee) in the preceding twelve months;

b. the family member is the employee's spouse or domestic partner, the employee's child, a child of the employee's spouse or domestic partner, the parent of the employee, employee's spouse or domestic partner or an individual who stands or stood in loco parentis to the employee, the employee's spouse or domestic partner; and

c. the reason for the leave is one of the following:

(1) the birth of a son or daughter and care of the newborn child, or placement with the employee of a son or daughter for adoption or foster care, if the leave is taken within twelve months of the birth, adoption or placement;

(2) the care of the employee's child or child of the employee's spouse or domestic partner whose illness or health condition requires treatment or supervision by the employee; or

(3) care of a family member who suffers from a serious health condition.

I. An employee may take a total of up to eighteen work weeks unpaid leave for his or her own serious health condition, and for family reasons as provided in K.C.C. 3.12.220.H.6. and K.C.C. 3.12.220.H.7, combined, within a twelve-month period. The leave may be continuous, which is consecutive days or weeks, or intermittent, which is taken in whole or partial days as needed. Intermittent

leave is subject to the following conditions:

1. When leave is taken after the birth or placement of a child for adoption or foster care, an employee may take leave intermittently or on a reduced leave schedule only if authorized by the employee's appointing authority

2. An employee may take leave intermittently or on a reduced schedule when medically necessary due to a serious health condition of the employee or a family member of the employee; and

3. If an employee requests intermittent leave or leave on a reduced leave schedule under K.C.C. 3.12.220.1.2 that is foreseeable based on planned medical treatment, the appointing authority may require the employee to transfer temporarily to an available alternative position for which the employee is qualified and that has equivalent pay and benefits and that better accommodates recurring periods of leave than the regular position of the employee.

J. Use of donated leave shall run concurrently with the eighteen work week family medical leave entitlement.

K. The county shall continue its contribution toward health care benefits during any unpaid leave taken under K.C.C. 3.12.220.1.

L. Department management is responsible for the proper administration of the sick leave benefit. Verification from a licensed health care provider may be required to substantiate the health condition of the employee or family member for leave requests.

M. An employee who returns from unpaid family or medical leave within the time provided in this ordinance section is entitled, subject to bona fide layoff provisions, to:

1.a. the same position he or she held when the leave commenced; or

b. a position with equivalent status, benefits, pay and other terms and conditions of employment; and

2. The same seniority accrued before the date on which the leave commenced.

N. Failure to return to work by the expiration date of a leave of absence may be cause for removal and result in termination of the employee from county service. (Ord. 15557 § 1, 2006: Ord. 13377 § 3, 1998: Ord. 12943 § 7, 1997: Ord. 12422 § 2, 1996: Ord. 12014 § 21, 1995).

**ADDENDUM C
AGREEMENT BETWEEN
KING COUNTY**

5948

**AND
TECHNICAL EMPLOYEES ASSOCIATION
Department of Transportation - Supervisors**

RCW 49.12.270

Sick leave, time off — Care of family members.

(1) If, under the terms of a collective bargaining agreement or employer policy applicable to an employee, the employee is entitled to sick leave or other paid time off, then an employer shall allow an employee to use any or all of the employee's choice of sick leave or other paid time off to care for: (a) A child of the employee with a health condition that requires treatment or supervision; or (b) a spouse, parent, parent-in-law, or grandparent of the employee who has a serious health condition or an emergency condition. An employee may not take advance leave until it has been earned. The employee taking leave under the circumstances described in this section must comply with the terms of the collective bargaining agreement or employer policy applicable to the leave, except for any terms relating to the choice of leave.

(2) Use of leave other than sick leave or other paid time off to care for a child, spouse, parent, parent-in-law, or grandparent under the circumstances described in this section shall be governed by the terms of the appropriate collective bargaining agreement or employer policy, as applicable.

[2002 c 243 § 1; 1988 c 236 § 3.]

Notes:

Effective date — 2002 c 243: See note following RCW 49.12.265.

Legislative findings — 1988 c 236: "The legislature recognizes the changing nature of the work force brought about by increasing numbers of working mothers, single parent households, and dual career families. The legislature finds that the needs of families must be balanced with the demands of the workplace to promote family stability and economic security. The legislature further finds that it is in the public interest for employers to accommodate employees by providing reasonable leaves from work for family reasons. In order to promote family stability, economic security, and the public interest, the legislature hereby establishes a minimum standard for family care. Nothing contained in this act shall prohibit any employer from establishing family care standards more generous than the minimum standards set forth in this act." [1988 c 236 § 1.]

Effective date — 1988 c 236: "This act shall take effect on September 1, 1988." [1988 c 236 § 12.]

Implementation — 1988 c 236: "Prior to September 1, 1988, the department of labor and industries may take such steps as are necessary to ensure that chapter 236, Laws of 1988 is implemented on September 1, 1988." [1988 c 236 § 10.]

Severability — 1988 c 236: "If any provision of this act or its application to any person or circumstance is held invalid, the remainder of the act or the application of the provision to other persons or circumstances is not affected." [1988 c 236 § 11.]

MEMORANDUM OF AGREEMENT**Regarding****Health Benefits****For Represented Benefits-Eligible Employees within the****Wastewater Treatment and Transit Divisions****By and Between King County and****Technical Employees Association**

Whereas, the parties have bargained in good faith regarding health insurance benefits for 2006, the parties hereby agree as follows:

1. The health care plans in effect for 2005 will be offered for 2006. Specifically, there will be three medical plans – the KingCare Basic, the KingCare Preferred and the Group Health plans that will be offered to all benefit-eligible employees under the terms set forth in this Agreement.

During the bargaining for successor agreements covering all four TEA-represented bargaining units, the County will offer these same or substantially similar plans as well as the opportunity to participate in the wellness assessment and individual action plan portion of the Healthy IncentivesSM Program. As soon as practicable after a ratified contract or an interest arbitration award, employees will be placed on the new benefit plans at the level earned in 2006 as set forth in Paragraph 17. Pending placement into the appropriate level, employees will remain on a substantially similar plan to the health plans currently in effect.

2. Effective February 18, 2006, benefit-eligible employees will begin participating in the Healthy IncentivesSM Program to determine their out-of-pocket expense levels for 2007 as provided in Paragraph 17 of this Agreement. Effective January 1, 2007, benefit eligible employees will participate in the program to determine their out-of-pocket expense levels for 2008. In 2008, benefit-eligible employees will participate in the program to determine their out-of-pocket expense levels for 2009.
3. The Healthy IncentivesSM Program, effective January 1, 2007 through December 31, 2009, will have the following components:
 - There will be two benefit plans: KingCare (a preferred provider option) and Group Health (a health maintenance organization). For each benefit plan, there will be three levels of out-of-pocket expenses: a low (gold level), medium (silver) and higher (bronze).
 - The out-of-pocket expenses associated with each of the three levels for the two plans are set forth in Attachment A to this Agreement.

Technical Employees Association – [424] Wastewater Treatment Division, Department of Natural Resources & Parks, Staff and Supervisor Units

Technical Employees Association – [425] Department of Transportation – Staff and Supervisors

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- Effective January 1, 2007, the copay for emergency room services shall increase to \$100/visit (waived if admitted) on both the KingCare and Group Health plans. This copay increase shall apply to each out-of-pocket expense level in each of the two plans.
- In addition to the out-of-pocket expenses, the plans will have a benefit access fee of \$35 per month. This fee shall apply only to benefit-eligible employees covering a spouse or domestic partner on the County's plans when that spouse/domestic partner has access to medical coverage through his/her employer. This fee shall not apply to employees whose spouse/domestic partner is also a King County employee. The fee will be assessed through regular payroll deduction in two equal parts (\$17.50) in the first two pay periods of each month. To the extent allowable by law, the fee will be deducted pre-tax.

4. Definition of Completion for Earning Gold Out-of-Pocket Expense Level

The following defines what is completion for the purposes of earning the gold out-of-pocket expense level. The timetable for completion for the purposes of earning the gold out-of-pocket expense level for 2007 is set forth in Paragraph 17.

a) Current Employees

Benefit-eligible employees on the payroll as of January 1 of each calendar year are required to complete the wellness assessment and participate in an individual follow-up program.

Benefit-eligible employees who take the wellness assessment by January 31 *and* complete an individual action plan by June 30 will be eligible for the gold out-of-pocket level. If an employee covers a spouse/domestic partner on the medical plan, the spouse/domestic partner must also take the wellness assessment by January 31 and complete an individual action plan by June 30. For purposes of this Agreement, an employee will be considered to have completed their individual action plan and in turn qualify for the gold out-of-pocket expense level by taking the specific actions associated with their risk profile outlined below.

Based on the data provided in the wellness assessment, Harris HealthTrends, Inc. will assign employees and spouses/domestic partners who take the wellness assessment one of three risk profiles: low, moderate, or high. Completion requirements to attain the gold out-of-pocket expense level are as follows:

- **Low Risk Profile Participants:** Fill out an online or paper log of activities for eight (8) weeks and return the completed log to Harris HealthTrends. Participation must commence no later than March 15 and the log must be returned to Harris HealthTrends no later than June 30.
- **Moderate Risk Profile Participants:** Accept at least three (3) coaching telephone calls from a health coach at Harris HealthTrends for a period of at least ninety (90) days. The 90-day time period begins with the first coaching call. The 90-day period

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will be extended as needed until the participant participates in three coaching calls. Participation must be commenced no later than March 15 and the three (3) coaching calls over a period of at least 90 days must be completed no later than June 30. Moderate risk profile members will be eligible and encouraged to receive an additional three months of coaching at no expense.

- **High Risk Profile Participants:** Accept at least three (3) coaching telephone calls from a health coach at Harris HealthTrends for a period of at least ninety (90) days. Participation must be commenced no later than March 15th and the three (3) coaching calls over a period of at least 90 days must be completed no later than June 30th. High-risk profile members will be eligible and encouraged to receive an additional nine months of coaching at no expense.

No other personalized actions are required of participants other than those identified above.

b) New Hires

Employees hired or who become benefits-eligible after January 1 of each calendar year earn the gold out-of-pocket expense level by completing the wellness assessment within fourteen (14) days of attending New Employee Orientation. Their spouse/domestic partner must also complete the wellness assessment within fourteen (14) days of the employee's attendance at New Employee Orientation for the covered family members to receive the gold out-of-pocket expense level.

c) Effect of Adding/Dropping a Spouse/Domestic Partner after January 1 of each year

- **Adding:** If an employee adds a spouse/domestic partner after January 1 of any calendar year, the spouse/domestic partner will automatically receive benefits at the employee's earned out-of-pocket expense level for the remainder of that benefit year.
- **Dropping:** If an employee drops a spouse/domestic partner after January 1 of any calendar year, the employee will remain at the out-of-pocket expense level both employee and spouse/domestic partner had earned for the remainder of the benefits year.

d) Return from Unpaid Leave of Absence

An employee who returns to work from an unpaid leave of absence in excess of thirty days and who has exhausted his/her FMLA and KC FMLA leave entitlement will be treated as a new hire (and covered under the rules set forth in paragraph 2(b) above) when the employee returns to active status.

e) Opt Out of Medical Returning to Medical Insurance Coverage

Employees who are returning to County medical plans after having opted out of medical insurance will be placed in the out-of-pocket expense level that they earned for that

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benefit year. If they are covering themselves and their spouse/domestic partner, they will be placed at the out-of-pocket expense level that both the employee and the spouse/domestic partner earned for that year.

f) COBRA/Retirees

Any employee who purchases the plan as a retiree or a participant who purchases the plan under COBRA will be eligible for the same out-of-pocket expense level as they had earned while in active employment.

5. Criteria for Earning Silver Out-of-Pocket Expense Level

Employees who take the wellness assessment by June 30 but who do not complete an individual action plan will be eligible for the silver out-of-pocket expense level. If an employee covers a spouse/domestic partner on the medical plan, the spouse/domestic partner must also take the wellness assessment by June 30 for both to be eligible for the silver out-of-pocket expense level.

6. Criteria for Earning Bronze Out-of-Pocket Expense Level

Employees who do not take the wellness assessment by June 30 will be eligible for the bronze out-of-pocket expense level. If an employee covers a spouse/domestic partner on the medical plan and the spouse/domestic partner does not take the wellness assessment by June 30, both the employee and the spouse/domestic partner will be eligible only for the bronze out of pocket expenses level.

7. Appeals

At the end of July, Harris HealthTrends will provide reports determining the completion of the wellness assessments and individual action plans by employees and their spouses/domestic partners. Employees who disagree with the reports may appeal that determination directly with Harris HealthTrends during the month of August. Employees may also request a review and present any supporting documentation to the King County Benefits and Retirement Operations Section (BROS) of the Finance and Business Operations Division of the Department of Executive Services. Either the Union or BROS may bring an issue requiring resolution to a Labor Management Insurance Committee that the County and TEA will form to review and determine if further action, including referral to a different forum, is appropriate.

8. Wellness Assessment & Personalized Follow-up Programs

Completion of the wellness assessment and personalized follow-up program shall be done on employees' own (i.e., non-work) time; non-work time includes employees break and lunch

periods as well as before and after work. Employees may use County-issued equipment such as computers and phones to complete their wellness assessment and follow-up programs.

9. The parties acknowledge that improvements and innovations in the health care delivery system may occur during the term of this Agreement that will improve the plan design and support the program goals, which are to improve the health of employees and their families and to decrease the increased costs of health insurance between 2007-2009 by one-third. The parties agree that new features may be added during the term of this Agreement to improve the plan design and to support the program's goals. The parties further agree that, upon mutual agreement, the plan may be modified to take advantage of improvements and innovations consistent with the program goals. In addition, the County will develop methods of monitoring the program's progress in meeting its overall goals. If the program is not having the desired effects, the parties agree to explore and implement effective plan design changes to improve the program's success.

10. Confidentiality of Information

Employees may be required to complete the release set forth in Attachment B to this Agreement to allow for the development of an employee's individual action plan. All individual health information collected in any of the health care programs outlined herein will be held by a vendor external to the County in accordance with strict adherence to the Health Insurance Portability and Accountability Act (HIPAA) guidelines, regardless of whether the vendor(s) are covered entities under HIPAA. For purposes of this Agreement, the individually identifiable information from the Wellness Assessment and individual action plans will be considered protected under HIPAA. Employees do not have to answer every question on the wellness assessment. However, they are encouraged to answer as many questions as possible so Harris HealthTrends can provide an appropriate individual action plan.

11. Dental & Vision Insurance Benefits

The parties agree to extend the current plan designs without changes in coverage during the term of this Agreement. The County retains the right to change plan administrators, based upon competitive bidding procedures.

12. Retirees

The parties agree that for the duration of this Agreement retirees will continue to have available, under the same conditions that exist presently, the same plans as offered to active employees. The County will explore possible participation by retirees in some or all aspects of the Healthy IncentivesSM Program.

13. VEBA

Effective January 1, 2007, bargaining units may opt into participation in the Voluntary Employee Beneficiary Association (VEBA), which is a tax-exempt trust authorized by Internal Revenue Code Section 501(c)(9). The County's understanding is that if a bargaining unit opts to participate in the VEBA, all employees in positions covered by the bargaining unit must participate. If the Internal Revenue Service code allows for individual choice, such right to choice shall be included as part of the VEBA plan offered.

If a retiring employee is in a bargaining unit that has opted to participate in the VEBA plan, the County will transfer funds equal to that participating employee's cash-out of eligible, compensable sick leave tax-free to a VEBA trust account on that employee's behalf at his/her retirement. These funds will be transferred to the VEBA trust account in lieu of the regular cash-out to the employee, not in addition to the regular cash-out, subsequent to any individual choice set forth above.

The parties agree to reopen this Agreement in the event the Internal Revenue Service alters its VEBA plan rules.

14. Total Agreement

This Memorandum of Agreement comprises the entire Agreement of the parties with respect to the matters covered herein, and no agreement, statement or promise made by any party that is not included within this memorandum shall be binding or valid. This Agreement may be modified or amended only by a written amendment executed by all parties hereto. The parties agree that this is part of overall bargaining on successor agreements. TEA does not agree by this Agreement to be placed on the benefit plans until and unless there is an agreement or an award to that effect. However, TEA does agree to the contours of the plans and the eligibility requirements set forth herein. This Agreement may not be used as evidence at any interest arbitration that TEA has accepted placement on the plan.

15. Severability

The provisions of this Agreement are intended to be severable. If any term or provision of this Agreement is deemed illegal or invalid for any reason, such illegality shall not affect the validity of the remainder of this Agreement.

16. Term of this Agreement

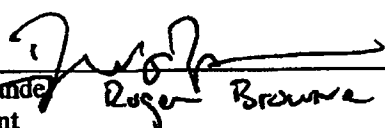
This Agreement shall be in effective from January 1, 2006 through December 31, 2009.

17. Timeline for completion for the purposes of earning the gold level of out-of-pocket expenses for 2007

Effective February 18, 2006, employees may begin completing the wellness assessment. If an employee and covered spouse/domestic partner have completed the wellness assessment by March 6, 2006 on line (or by February 24 if by paper) and complete their individual action plans (plans as described in Paragraph 4 above) by July 31, 2006, the employee will be eligible for the gold level of out-of-pocket expenses.

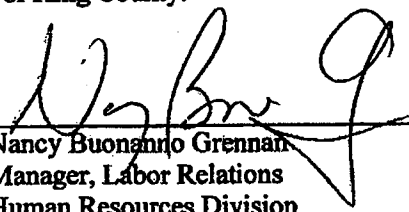
Employees and their covered spouses/domestic partners have until July 31, 2006 to complete the wellness assessment to be eligible for the silver level of out-of-pocket expenses.

For Technical Employees Association:


Eric Mander
President

10/28/06
Date

For King County:


Nancy Buonanno Grennan
Manager, Labor Relations
Human Resources Division
Department of Executive Services

12/4/06
Date

Attachment A Summary of Out-of-Pocket Expenses in King County's Medical Plans

(Attachment to: MEMORANDUM OF AGREEMENT

Regarding

Health Benefits

For Represented Benefits-Eligible Employees within the

Wastewater Treatment and Transit Divisions

By and Between King County and

Technical Employees Association)

Feature/Covered Expense	KingCare Bronze	KingCare Silver	KingCare Gold	Group Health Bronze	Group Health Silver	Group Health Gold
Provider choice	You may choose any qualified provider, but you receive higher coverage when you use network providers			You choose a Group Health primary care physician (PCP) who provides and coordinates most services through the Group Health network; you may also self-refer to Group Health staff specialists; no non-network coverage unless indicated		
Annual deductible	\$500/person, \$1,500/family	\$300/person, \$900/family	\$100/person, \$300/family	None	None	None
Deductible Carryover	Deductible amounts applied to charges incurred in the last 3 months of the calendar year are carried over and applied to the next year's deductible			Does not apply	Does not apply	Does not apply
Office Visit Copay Standard Specialist	No copays, but you pay coinsurance	No copays, but you pay coinsurance	No copays, but you pay coinsurance	You pay \$50 You pay \$50	You pay \$35 You pay \$35	You pay \$20 You pay \$20
Emergency Room Copay	You pay \$100 (waived if admitted)	You pay \$100 (waived if admitted)	You pay \$100 (waived if admitted)	You pay \$100 (waived if admitted)	You pay \$100 (waived if admitted)	You pay \$100 (waived if admitted)
Inpatient Hospital Copay	No copays, but you pay coinsurance	No copays, but you pay coinsurance	No copays, but you pay coinsurance	You pay \$600 per admission	You pay \$400 per admission	You pay \$200 per admission

Memorandum of Agreement - 2007-2009 Health Benefits - Out-of-Pocket Expenses

000U0305 HealthBenefits 2007-2009 Attachment A

Technical Employees Association - Department of Transportation, Supervisors, Interest Arbitration

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Attachment F

Feature/Covered Expense	KingCare Bronze	KingCare Silver	KingCare Gold	Group Health Bronze	Group Health Silver	Group Health Gold
After the deductible/copays, the plans pay most covered services at these levels until you reach the annual out-of-pocket maximum	80% network medical claims (you pay 20% coinsurance) 60% non-network medical claims (you pay 40% coinsurance)	80% network medical claims (you pay 20% coinsurance) 60% non-network medical claims (you pay 40% coinsurance)	90% network medical claims (you pay 10% coinsurance) 70% non-network medical claims (you pay 30% coinsurance)	100% network Limited emergency/out-of-area non-network care	100% network Limited emergency/out-of-area non-network care	100% network Limited emergency/out-of-area non-network care
Devices, Equipment & Supplies	80% network 60% non-network	80% network 60% non-network	90% network 70% non-network	50%	50%	80%
Annual out-of-pocket maximum	\$1,200/person, \$2,400/family network (plus deductible) \$2,000/person, \$4,000/family non-network (plus deductible)	\$1,000/person, \$2,000/family network (plus deductible) \$1,800/person, \$3,600/family non-network (plus deductible)	\$800/person, \$1,600/family network (plus deductible) \$1,600/person, \$3,200/family non-network (plus deductible)	\$3,000/person, \$6,000/family network and limited emergency/ out-of-area non-network (Pharmacy copays do not apply)	\$2,000/person, \$4,000/family network and limited emergency/ out-of-area non-network (Pharmacy copays do not apply)	\$1,000/person, \$2,000/family network and limited emergency/ out-of-area non-network (Pharmacy copays do not apply)
After you reach the out-of-pocket maximum, most benefits are paid for the rest of the calendar year at this level	100%	100%	100%	100% network ONLY	100% network ONLY	100% network ONLY
Lifetime maximum	\$2,000,000	\$2,000,000	\$2,000,000	No limit	No limit	No limit

Memorandum of Agreement – 2007-2009 Health Benefits – Out-of-Pocket Expenses

000U0305 HealthBenefits 2007-2009 Attachment A

Technical Employees Association - Department of Transportation, Supervisors, Interest Arbitration

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Memorandum of Agreement
By and Between
King County
and
Technical Employees Association
Representing Employees in Department of Transportation – Supervisors

Subject: Implementation of 2005-2007 Collective Bargaining Agreement, Classifications, and Personnel Guidelines

Background of Bargaining:

1. King County Metro (the "County") and the Technical Employees Association (the "Union" or "TEA") have reached an agreement on the terms of a successor collective bargaining agreement ("CBA"), which shall cover the terms of January 1, 2005 through December 31, 2007.
2. As part of their contract settlement, the parties have agreed to assign new wages to the employees' job classifications. These wages appear in Addendum A of the CBA.
3. The parties have negotiated particular rules associated with the implementation of these new wages. These rules are set forth in this Agreement.
4. The parties have also reached agreement on other issues as part of collective bargaining that are set forth in this Agreement.

Background of Wage Payments:

1. Although the CBA between the parties expired on December 31, 2004, the County continued to honor Article 17.6 of the expired CBA, which provided for step advances within one's former salary range.
2. This means that on January 1, 2005, 2006, and 2007, employees who had not yet reached the top of the salary ranges under the expired CBA advanced in salary by 2.5% until they reached the top of the salary range.
3. Because these step advances have already been received, they are not restated in the terms below.
4. Employees in the bargaining units have otherwise been paid on the 2004 salary ranges since the expiration of the CBA.

Agreement for Implementation of 2005 Wage Rates:

1. Top of salary ranges for 2005 are set forth in Addendum A of the CBA. These salaries shall be implemented according to the steps that follow in this section.

2. 2005 COLA: Employees' salaries as of January 1, 2005 (which include the 2005 step advancement and merit pay, if earned, of up to 5%) shall be increased by 2.19% or to the top of the 2005 salary range, whichever is lower.

3. Employees will then be placed at the closest step on the new range that is not a decrease.

4. Employees will then be advanced an additional step on the pay range or to the top of the range, whichever is lower.

5. Additional step increases for employees previously at the top of their ranges: Employees who were at the top of their salary range on January 1, 2005, shall receive an additional step increase within the 2005 salary range up to a maximum of the top of the range.

6. Continued eligibility for Merit Pay: If an employee was receiving Merit Pay in 2004, and the employee's new rate as calculated above is at or above the top of the 2005 range maximum, the employee will continue to receive Merit Pay in the percentage that was previously awarded.

7. COLA mitigation payments: If the rate of pay as derived above does not result in at least a 2.19% increase in 2005 for an employee, the employee shall receive a one-time lump sum payment that will ensure a total percentage payment of 2.19%.

Agreement for Implementation of 2006 Wage Rates:

1. 2006 wage ranges by step for each job classification are found on the 2006 squared table, which has been increased by approximately 4.66%.

2. 2006 COLA: Employees will be placed at the equivalent step on the new wage table that they were on in 2005.

3. COLA mitigation payments: If the rate of pay as derived above does not result in at least a 4.66% increase in 2006 for an employee, the employee shall receive a one-time lump sum payment that will ensure a total percentage payment of 4.66%.

Agreement for Implementation of 2007 Wage Rates:

1. 2007 wage ranges by step for each job classification are found on the 2007 squared table, which has been increased by approximately 2.00%.

2. 2007 COLA: Employees will be placed at the equivalent step on the new wage table that they were on in 2006.

3. COLA mitigation payments: If the rate of pay as derived above does not result in at least a 2% increase in 2007 for an employee, the employee shall receive a one-time lump sum payment that will ensure a total percentage payment of 2%.

Agreement Regarding Classifications:

TEA recognizes that the County has changed classification descriptions but TEA disagrees as to the County's right to do so. The parties agree that the remedy, if any, from Public Employment Relations Commission Unfair Labor Practice Case 20413-U-06-05198 shall be implemented.

Agreement Regarding Grandfathering of Engineers who do not have Professional Engineering Licenses:

1. On July 7, 2006, the County implemented new classification specifications for technical jobs by assigning employees in the jobs of Engineer, Project Control Engineer, Designer, and Construction Manager into new classifications, respectively, Transit Engineer, Transit Project Control Engineer, Transit Designer, and Transit Construction Manager.

2. The Transit Engineer classification specifications at levels 4, 5, and 6, have added a Professional Engineering license as a requirement of the job.

3. On July 7, 2006, the following current employees, none of whom possesses a Professional Engineering license, were assigned to Transit Engineer classifications: Bob Isler. This employee is hereinafter referred to as the "Grandfathered Employee."

4. For the Grandfathered Employee, the parties agree that the addition of the Professional Engineer license as a requirement of the Transit Engineer classification shall not be used to disqualify him from his current classification, nor from project management engineering jobs within the TEA/Transit bargaining unit for the purposes of layoff, demotion, or promotion.

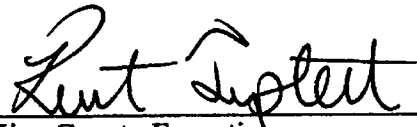
5. It is understood that for the purposes of promotion within the project management group, the Grandfathered Employee must compete against applicants who will be required to have Professional Engineering licenses.

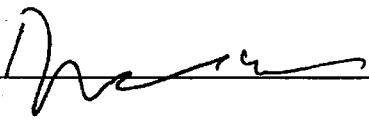
Agreement Regarding 2005 Revisions to the King County Personnel Guidelines:

The Technical Employees Association agrees to accept the 2005 revisions to the King County Personnel Guidelines. However, the parties shall convene bargaining to negotiate exceptions, if any, to the 2005 revisions. Bargaining issues are limited to changes between 2000 and 2005 Personnel Guidelines. The bargaining process shall be completed in no more than four half-day sessions and in no event later than October 31, 2007. There shall be no extensions of this bargaining time unless the parties mutually agree to do so and there shall be no postponements of

bargaining sessions unless a bona fide emergency exists with one of the principals of the bargaining teams. At the conclusion of this bargaining process, the 2005 Personnel Guidelines shall immediately be implemented except for those issues which remain in dispute. These issues shall be presented to interest arbitration.

APPROVED this 10th day of October, 2007

By: 
for King County Executive


Roger Browne
President
Technical Employees Association

Memorandum of Agreement

By and Between

King County

and

Technical Employees Association

Representing Employees in Department of Transportation

Staff and Supervisors Bargaining Units

Subject: Effect of interest arbitration award in TEA/Transit Staff unit on TEA/Transit Supervisors unit

Agreement:

If an interest arbitration award is issued for the TEA/Transit Staff bargaining unit that sets the 2005 base wage rate for Transit Engineer V at a dollar value that differs (higher or lower) from the 2005 base wage rate for Transit Engineer V in the Supervisors unit, then the parties agree to reopen negotiations on the sole topic of the base wage rate for Transit Engineer V in 2005, including the possibility of retroactive adjustments to this base rate (positive or negative) for the period of January 1, 2005 through December 31, 2007. This reopener deals only with the base wage for Engineer V and will not be triggered by an interest arbitration award that creates a difference in other economic or non-economic terms, including but not limited to, the implementation terms of the wage award (step placement, merit pay, etc.) or professional certification pay. Both parties understand that this reopener does not entail a commitment by either party to adjust the base wage of Engineer V upward or downward, but is simply a commitment to reopen negotiations on this subject. The parties may avail themselves of the

dispute resolution rules that are available under Washington law if they reach impasse in these reopened negotiations.

APPROVED this 10th day of October, 2007

By: Kent Siglett
for King County Executive

For Technical Employees Association:

Roger Browne, President

Date 9/14/07