



## Legislation Text

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Clerk 06/13/2019

A MOTION creating a workgroup to review and recommend changes to King County's labor policies.

WHEREAS, King County has long enjoyed a positive working relationship between labor and management, and

WHEREAS, the council recognizes the county's employees as the county's most valuable asset, and

WHEREAS, the King County Charter identifies the council as the labor-policy-making body for the county, and

WHEREAS, the charter identifies the executive as the bargaining agent for the county, and

WHEREAS, it has been a number of years since the county's labor policies have been comprehensively reviewed and updated, and

WHEREAS, the King County council has initiated a number of policies and programs to advance the cause of workers, including, but not limited to:

1. In 2014, the council passed Ordinance 17909 that required a living wage to be paid to all county employees and certain county contractors;
2. The council has been a strong supporter of labor through the support of a master labor agreement, coalition bargaining and strong support for the outcomes of bargaining efforts;
3. In 2015, the council created the economic opportunity and empowerment program that aims to assure diversity in the project workforce for the children and family justice center, facilitate the achievements of the design-build contract's goals for hiring and training minorities, women, veterans, youth and small

contracting and suppliers;

4. The county, as owner of Harborview Medical Center, included language in the new management contract with the University of Washington medical system that requires the university to maintain a positive working relationship with its employees and to take steps necessary to improve and maintain that relationship between employer and employees;

5. In 2016, the council passed Ordinance 18404 creating a paid parental leave program for county employees;

6. In 2017, the council passed Ordinance 18372 creating a responsible bidder program whereby firms hoping to win bids on county work have to certify compliance with environmental, worker safety, labor, and human trafficking laws in order to win county contracts;

7. In 2017, the council passed Ordinance 18672 creating a priority hire program for King County public works projects;

8. The council has been a consistent supporter of maintaining and expanding apprenticeship programs; and

9. The council has long supported and lobbied for strong living wage laws that apply to our projects and all public projects and has expanded the use of project labor agreements on major capital projects, and

WHEREAS, labor has been a key partner with king county and by the community by:

1. Providing the workers necessary to complete public infrastructure projects vital to a successful community;

2. Promoting diversity and inclusion in the workforce;

3. Training the next generation of workers through apprenticeship and training programs;

4. Ensuring that the contracts negotiated are reasonable and allow the county to stay on a firm financial footing;

5. Bargaining for employee health coverage that that protects our employees and provides them with a

superior level of care, without excessive cost;

6. Being a reliable voice representing the current state of the worker in king county; and
7. Always fighting for the maintenance of good middle-class jobs;

NOW, THEREFORE, BE IT MOVED by the Council of King County:

The labor policy workgroup is hereby established. The workgroup shall review the county's labor policies and produce a report by March 3, 2020. The report shall provide recommended updates and changes to existing policies that should be considered by the council. The report shall be submitted to the executive and the clerk of the council, who shall keep the original and submit electronic copies to all councilmembers, the chief of Staff and the chief policy officer.

B. The members of the workgroup shall be appointed by the chair of the council in consultation with all councilmembers and the executive, and shall include the following:

1. No more than three councilmembers;
2. The executive or designee;
3. The chief people officer if the chief people officer is not the executive designee under section B.2.

of this motion;

4. The director of labor relations; and
5. At least four and not more than six representatives of organizations

representing county workers, such that there is an equal number of work group members representing management and labor.