



King County

Dow Constantine

King County Executive

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September 7, 2023

The Honorable Dave Upthegrove
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember Upthegrove:

This letter transmits a proposed Ordinance that would, if enacted, ratify a negotiated collective bargaining agreement (CBA) with the Technical Employees' Association (TEA) for the Metro Transit Department, Capital Division - Staff bargaining unit covering the contractual period of January 1, 2019, through December 31, 2024.

Adoption of this proposed Ordinance will enable King County and the Metro Transit Department to provide bargained for wages, hours, and working conditions to employees who deliver capital projects for Metro Transit.

The negotiated CBA covers engineers, project and construction managers, and project control, real estate, environmental, permit, and administrative staff who perform work in the Capital Division of the Metro Transit Department. These employees are responsible for a wide array of services that support providing transit services to the public, including the planning, design, and construction of new facilities and upgrades to existing facilities. These facilities are located at each of the seven Metro transit bases, as well as transit centers, rapid-ride lines, park-and-ride lots, and garages. In addition, the CBA-covered staff provide technical support on a variety of engineering issues such as trolley bus overhead electrical wiring, transit property management, environmental documentation on transit projects, and the associated accounting and contract procurement required for capital projects.

The negotiated CBA was reached pursuant to good faith negotiations and collective bargaining between King County and the Technical Employees' Association. It has been ratified by the bargaining unit.

The CBA provides general wage increases (GWI) for each year at 95 percent of the annual Seattle consumer price index for urban wage earners with a two percent minimum and a six percent maximum. The negotiated GWI rates for the duration of the contract are as follows:

2019	2.41%
2020	2.0%
2021	4.75%
2022	6.0%
2023	5.02%
2024	4.39%

Medical benefits remain unchanged from the prior agreement and continue to include an employee premium. Paid parental leave benefits are added along with the requirement that federal family medical leave and King County family medical leave benefits reflect those offered to other King County employees.

The negotiated CBA, for the first time, creates and places TEA employees onto a wage table and wage step. This clarity assists with recruitment and identifying step placement for new hires, step increases for probation completion, and annual wage increases.

The negotiated CBA includes modifications in alignment with recent changes in state law regarding union membership provisions, sick leave provisions, and paid family and medical leave provisions. The negotiated CBA also incorporates gender-neutral language, and a legally compliant union recognition clause that recognizes that joining a public employer union is voluntary. This CBA recognizes and provides for the new holidays of Juneteenth and Indigenous Peoples' Day. Personal holiday administration, bereavement leave, volunteer service leave, short-term and long-term leave provisions, and a lower vacation accrual cap for new employees is also included in this agreement.

Although this agreement will result in approximately \$10.2 million in new expenditures, Transit has sufficient funding due to vacancies, such that no supplemental appropriation is necessary. Approximately half of the cost is due to retroactive payments for 2019 through the first quarter of 2023. A complete breakdown of the costs associated with this agreement can be found in the accompanying fiscal note, which has been reviewed by the Office of Performance, Strategy and Budget.

Thank you for your consideration of this proposed Ordinance. This important legislation will ratify the negotiated CBA which provides standardized working conditions and the competitive wages that are necessary to recruit and retain the qualified employees needed to further the capital project work of the Metro Transit Department.

The Honorable Dave Upthegrove

September 7, 2023

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If your staff have questions, please contact Megan Pedersen, Director, Office of Labor Relations, at 206-263-2898.

Sincerely,

 for

Dow Constantine
King County Executive

Enclosure

cc: King County Councilmembers
ATTN: Stephanie Cirkovich, Chief of Staff
Melani Pedroza, Clerk of the Council
Karan Gill, Chief of Staff, Office of the Executive
Mina Hashemi, Council Relations Director, Office of the Executive
Dwight Dively, Director, Office of Performance, Strategy and Budget
Megan Pedersen, Director, Office of Labor Relations