



King County

Dow Constantine

King County Executive

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September 25, 2024

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

Dear Councilmember Upthegrove:

I am pleased to transmit to you the King County's Memorandum of Agreement (MOA) for one-year extension of the 2019-2024 collective bargaining agreement (CBA) between King County (the County) and the Technical Employees' Association (TEA), representing Capital Division - staff employees in the Metro Transit Department (Metro). If approved, this proposed Ordinance would ratify an agreement, covering approximately 94 employees in Metro for a contractual period of January 1, 2025, through December 31, 2025.

Adoption of this proposed Ordinance will enable the County and Metro to continue providing bargained-for wages, hours, and working conditions to employees who deliver capital projects for Metro.

The negotiated CBA extension covers engineers, project and construction managers, and project control, real estate, environmental, permit, and administrative staff who perform work in the Capital Division of Metro. These employees are responsible for performing a wide array of services that support the provision of 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 across King County. In addition, the staff covered by this CBA 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 extension was reached pursuant to good faith negotiations and collective bargaining between the County and TEA. It has been ratified by the bargaining unit.

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. Supplemental budget authority is not needed for this agreement.

The following areas of compensation are addressed in the Agreement:

Successor Bargaining - The parties commit to begin meeting for successor negotiations in January of 2025 for total compensation bargaining of wages and benefits, including insured health benefits.

Cost of Living Adjustment – Effective January 1, 2025, TEA represented positions shall receive a cost-of-living adjustment (COLA) applied to 2024 base wages derived from CPI-W at 95 percent with a floor of two percent and a cap of four percent. The known COLA for 2025 will be four percent.

Ratification Incentive – Also effective January 1, 2025, TEA represented positions will receive an additional one-point two (1.2) percent General Wage Increase (GWI).

Insured Benefits - The medical benefit plans will include the following changes, effective January 1, 2025, from the insured health benefits of the previous year:

- A. Employee monthly contributions increase for Regence Preferred Provider Organization (PPO) plans from \$40/month to \$75/month for employee-only plans, and from \$75/month to \$100/month for full family plans. The Kaiser Health Maintenance Organization (HMO) plan continues to be offered with employee monthly contributions of \$40/month for employee-only plans, and \$75/month for full family plans.
- B. The emergency room copay is modified as follows:
 - Regence PPO - 15 percent coinsurance after \$200 copay/visit.
 - Regence PPO - copayment applies to facility charges for each visit (waived if admitted) whether or not the deductible has been met.
 - Regence PPO Emergency Room Out of Pocket - members will continue to pay \$200 copay/visit (waived if admitted) and 15 percent coinsurance until they reach the total out of pocket maximum allowed under the Affordable Care Act.
 - A new \$100 copayment applies to the Kaiser HMO plan.
- C. The current Benefit Access fee for Regence PPO increases from \$90 monthly to \$200 monthly. The Kaiser HMO plan continues to be offered without a Benefit Access fee (\$0).

Thank you for your consideration of this proposed Ordinance. This important legislation will ratify the negotiated CBA extension which maintains 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 Metro.

The Honorable Dave Upthegrove

September 25, 2024

Page 3

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, King County Council
Melani Hay, Clerk of the Council

Karan Gill, Chief of Staff, Office of the Executive

Penny Lipsou, Council Relations Director, Office of the Executive

Dwight Dively, Director, Office of Performance, Strategy and Budget

Megan Pedersen, Director, Office of Labor Relations