



King County

**Office of Labor Relations Staff Report
Memorandum of Agreement
Between
King County
and
Amalgamated Transit Union
January 1, 2025 – December 31, 2026**

SUBJECT:

The proposed Ordinance would approve and adopt a Memorandum of Agreement between King County and the Amalgamated Transit Union (ATU) bargaining unit, representing employees in the Metro Transit Department (MTD), governing 2025-2026 insurance benefits and establishing the effective date of said agreement.

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|---------------------------------|---|
| MOA Description: | King County and ATU representing benefits eligible employees in the Metro Transit Department [410/J2, J2A, J2B, J2C] |
| County Lead Negotiators: | Megan Pedersen, Director, Office of Labor Relations David S. Levin, Senior Labor Relations Negotiator, Office of Labor Relations |
| Union Lead Negotiators: | Ken Price, former President, Amalgamated Transit Union Greg Woodfill, current President, Amalgamated Transit Union |

UNIT OVERVIEW:

The ATU bargaining unit includes active insured benefits-eligible employees who work in the Metro Transit Department. These employees perform work in support of the Metro Transit bus, streetcar, and light rail operations.

BARGAINING HISTORY:

The current ATU Local 587 Benefits Agreement covers 2023 and 2024. It will expire on December 31, 2024. In anticipation of its expiration, the parties entered negotiations for a successor agreement.

SUMMARY OF TERMS:

- **Contractual Term:** January 1, 2025, through and including December 31, 2026.
- **Changes to the Benefits Memorandum of Agreement:**
 - There will be an increase of four percent (4%) in county contributions in each of 2025 and 2026. The current 2024 funding rate on a per employee per month basis is \$1629. This will increase to \$1694 in 2025 and to \$1762 in 2026.
 - Employees who elect to be insured by the Kaiser Health Maintenance Organization (HMO) plan will not see any increases to their out of pocket costs.

However, there will be various increases for those employees who elect the Regence Affordable Health Network (AHN) plan or the Preferred Provider Organization (PPO) plan. These involve increases in the benefit access fees, deductibles, and out-of-pocket maximums.

- **Attachments:**
 - Exhibit A outlines the core plan designs for the 2025-2026 benefits period.

FISCAL IMPACT:

The fiscal impact of the Agreement is detailed in the Executive's Fiscal Note for the proposed ordinance.

INVITED:

- Megan Pedersen, Director, Office of Labor Relations
- David S. Levin, Senior Labor Relations Negotiator, Office of Labor Relations
- Ken Price, former President, Amalgamated Transit Union
- Greg Woodfill, current President, Amalgamated Transit Union