

Coalition Labor Agreement (CLA) - Appendix for 458
“Wages Only” Agreement Between King County
And
Washington State Council of County and City Employees, Council 2, Local 2084-SC
Superior Court - Family Court Operations; Court Appointed Special Advocates Specialists and
Attorneys (CASA)

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“Wages Only” Agreement Between King County

And

**Washington State Council of County and City Employees, Council 2, Local 2084-SC
Superior Court - Family Court Operations; Court Appointed Special Advocates Specialists and
Attorneys (CASA)**

PREAMBLE

These Articles constitute an Agreement between King County (County) and the Washington State Council of County and City Employees (WSCCCE) representing Local 2084-SC CASA’s (Local). This Agreement shall be subject to approval by ordinance by the King County Council (Council). This Agreement was entered into for the purpose of setting forth the mutual understandings of the parties regarding wages and related matters that are within the legal jurisdiction of the County. The parties agree to meet and discuss and disagreements or disputes concerning the Coalition Labor Agreement and this Appendix prior to filing any grievances or complaints.

ARTICLE 1: PURPOSE

The intent and purpose of this Agreement, and the identified sections of the Coalition Labor Agreement (CLA) in Addendum B set forth the mutual understandings of the parties with respect to wages and wage-related matters for the King County Superior Court (Court) employees who are covered by this Agreement. Each of the provisions of this Agreement is included only so far as they may apply to wages and wage-related matters. Working conditions, as they may or may not be related to the provisions herein, are not within the legal authority of the County to negotiate and are not covered by the terms of this Agreement.

ARTICLE 2: APPLICATION OF COALITION LABOR AGREEMENT (“CLA”)

The CLA wage and wage related provisions shall apply to this bargaining as follows:

2.1. The Preamble in its entirety.

2.2. All CLA superseding articles that are wage or wage related, or sections of superseding articles that are wage or wage related, unless otherwise stated in the CLA or this Appendix.

1 A. CLA 29.4 shall not apply to this bargaining unit.

2 **2.3.** All CLA non-superseding wage and wage related articles and sections, or sections of
3 non-superseding wage and wage related articles are adopted by the parties. Any non-superseding
4 article or section listed below in this Article is understood to have no application to the bargaining
5 unit.

6 **ARTICLE 3: UNION RECOGNITION**

7 The County recognizes the Union as the exclusive bargaining representative relative to wages
8 and wage-related matters for all employees, excluding supervisors and confidential employees, in the
9 classifications listed under the Addendum A. The bargaining unit description can be found under
10 Public Employment Relations Commission Decision 11256 (PECB, 2011).

11 **ARTICLE 4: RIGHTS OF MANAGEMENT**

12 **4.1. Rights of the Court** - The management of the Court and the direction of the work force
13 is vested exclusively in the Court.

14 **4.2. Rights of the County** - The County has the right to determine and establish wages and
15 wage-related matters, such as wage rates for classifications and employees, the kinds and levels of
16 paid leaves and insured benefits, and how and when employees are compensated. All of the rights,
17 functions, powers and authority of the County not specifically abridged, delegated or modified by the
18 Agreement are recognized by the Union as being retained by the County.

19 **ARTICLE 5: EQUAL EMPLOYMENT OPPORTUNITY**

20 **5.1. Complaint** - Allegations of unlawful discrimination shall not be a proper subject for the
21 grievance procedure herein, but may instead be filed by an employee with the appropriate human
22 rights agency.

23 **ARTICLE 6: WAGES**

24 **6.1. Pay Ranges** - Wage rates for each classification are set forth in Addendum A.

25 **6.2. Step Increases**

26 A. Upon successful completion of a probationary period, a regular employee shall
27 advance to the next step in their classification wage range.

28 B. Annual step increases will be provided on January 1 after the first increase

described in Section 5.2.A if the employee is not on probation and subject to the Superior Court Performance Appraisal Merit Increase Table in the Performance Appraisal Overview Instructions and Procedures, as amended by the Court. If the Superior Court Performance Appraisal Merit Increase table is changed, the Court shall provide notice to the union and bargain impacts of the decision. CLA 29.4 (step progression) shall not apply to this bargaining unit.

6.3. General Wage Increases

The CLA and Total Compensation Agreement(s) provide the agreed upon General Wage Increases for the duration of this Agreement.

6.4. WSBA Bar Dues. The Court agrees to pay annual bar license renewal costs for employees in the bargaining unit whose positions require a law degree.

ARTICLE 7: HEALTHCARE AND INSURANCE PLANS

The terms and conditions for health benefits are provided in CLA Article 25 as amended, which provides benefits pursuant to the Joint Labor Management Insurance Committee Agreements.

ARTICLE 8: HOLIDAYS

8.1 FLSA Exempt Employees required to work on Indigenous Peoples' Day (IPD). IPD is a recognized King County holiday, but the Court may be required to remain open because the Court calendar is determined by the Washington Supreme Court. FLSA exempt employees in comprehensive leave eligible positions who are required to work on IPD will receive their normal pay for hours worked, and a deferred holiday converted to (7) vacation hours added to their vacation bank on the paycheck that includes the second Monday in October. See also CLA Section 10.2 for applicable terms for employees on alternative work schedules.

ARTICLE 9: VACATION LEAVE

9.1. Vacation Schedule for Employees - Vacation Schedule for Employees - Regular, term-limited temporary and probationary employees who work a full-time schedule shall accrue vacation leave benefits as described as follows:

Months of Service	Current Hourly Accrual Rate	Approximate Days/Year
0	0.04620	12.01200
60	0.05770	15.00200
96	0.06160	16.01600
120	0.07700	20.02000
192	0.08080	21.00800
204	0.08470	22.02200
216	0.08850	23.01000
228	0.09240	24.02400
240	0.09620	25.01200
252	0.10010	26.02600
264	0.10390	27.01400
276	0.10780	28.02800
288	0.11160	29.01600

9.2. Part-time Employees - Part-time employees will earn vacation leave at a rate proportionate to their position's standard part-time hours. Temporary employees (except Term-Limited Temporary Employees) do not earn annual leave.

9.3. Employees eligible for vacation leave shall accrue vacation leave from their date of hire. Employees may accrue vacation leave each pay period which may not be used until earned.

9.4. Vacation Accrual - Employees eligible for vacation leave hired on or before 12/31/17 may accrue vacation leave up to a maximum of 60 days (not to exceed 420 hours). All employees hired after 12/31/17 shall have their accrued vacation leave balance capped at three hundred twenty (320) hours. Employees must use vacation leave in excess of the maximum accrual amount on or before the last day of the pay period that includes December 31 of each year. Failure to use vacation leave beyond the maximum accrual amount will result in forfeiture of the vacation leave beyond the

1 maximum amount unless the director/designee has approved a carryover of such vacation leave
2 because of cyclical workloads, work assignments or other reasons as may be in the best interests of
3 the Court.

4 Vacation leave balances in excess of the cap that have been carried over, but not taken in the
5 following year, will be forfeited. These leave accruals will be pro-rated for eligible part-time
6 employees.

7 **9.5.** The supervising authority must approve all use of vacation leave. Employees requesting
8 vacation leave are required to submit, in advance, a King County Superior Court Leave Request Form
9 to their supervisors for approval.

10 **9.6.** Vacation leave credits will not be earned during leaves of absence without pay.

11 **9.7.** Employees who are laid off or resign from Superior Court employment in good standing
12 and return to Superior Court employment within two years will have their prior service counted
13 toward future vacation leave accrual.

14 **ARTICLE 10: MANAGEMENT LEAVE**

15 **10.1. Management Leave** – Comprehensive leave eligible (FLSA exempt) employees are
16 eligible for management leave pursuant to the King County Superior Court Administrative
17 Guidelines for Personnel, Section 8.03.

18 **ARTICLE 11: MERIT LEAVE**

19 **11.1.** Comprehensive leave eligible employees are eligible for the Merit Leave program per
20 the Superior Court Performance Appraisal Overview Instructions and Procedures.

For Washington State Council of County and
City Employees, Council 2, Local 2084-SC:

DocuSigned by:



558CF35390AF718...

Suzette Dickerson
Staff Representative

Signed by:



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Dominic Benavides
Local 2084 CASA Representative

For King County

Signed by:



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Matthew J. Wood
Labor Relations Negotiator
Office of Labor Relations, Executive Office

cba Code: 458**Union Code: N6**

**ADDENDUM “A”
to the
AGREEMENT
by and between
KING COUNTY, WASHINGTON
and
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES
LOCAL 2084-SC (Superior Court) CASA’s**

THIS ADDENDUM is supplemental to the Agreement by and between KING COUNTY, WASHINGTON, hereinafter referred to as the Employer, and WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES LOCAL 2084-SC (Superior Court) CASA’s

A.1 Salary Ranges - The following Salary Ranges are pursuant to the King County Standardized Annual/FLSA Exempt Salary Schedule.

Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range Standard Table
6120100	663101	CASA Specialist	55*
6120000	662101	Staff Guardian Ad Litem (GAL) Specialist	55*
6240100	664101	CASA Attorney	63*
6240200	664201	Program Attorney/Attorney Guardian Ad Litem	63*

* 35 hours, Standardized Annual/FLSA Exempt Salary Schedule.