



King County

Dow Constantine

King County Executive

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October 10, 2024

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 memorandum of agreement (MOA) between King County and the Teamsters Local Union No. 174 (Union), representing employees in the Department of Natural Resources and Parks (DNRP) for a contractual period of January 1, 2025, through and including December 31, 2025. Adoption of this proposed Ordinance will enable King County to operate its garbage hauling operations with greater efficiency.

This MOA covers truck driver, utility worker tipper classification, and scale operator job classifications in the Solid Waste Division (SWD) of DNRP. The employees in these positions are involved in the transportation of garbage from transfer stations to the landfill, driving, weighing, and tipping trucks with garbage into the landfill.

As part of the 2021-2024 Coalition Labor Agreement, King County and the Union (the parties) agreed to study the feasibility of, and then negotiate the impacts on, changing work schedules for employees to align with a new five-day hauling and tipping schedule. The parties began discussing this issue during open contract negotiations in 2021 and kept the issue open by written agreement. The parties then conducted a feasibility study through a special labor-management process, followed by negotiations. The parties concluded negotiations in August 2024 with a tentative agreement. This agreement facilitates the transition from seven days a week hauling and tipping to weekday-only service through a 12-month pilot project for transitioning from seven-day hauling and tipping to weekday-only hauling and tipping.

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This agreement alters a number of provisions of the collective bargaining Appendix to conform contract language about hours of work to the new schedule, and also to mitigate the impacts on employees. These changes include alterations in language involving, for example, overtime, weekend work, holidays, assignments, and more. This language will operate during the term of the pilot project and will be made permanent if SWD decides to continue five-day hauling and tipping once the pilot project is complete.

The agreement also provides for certain payments to employees. For example, covered employees who are removed from seven/ten schedules, will receive a \$6,600 payment at the commencement of the pilot project, followed by a \$6,600 payment if the pilot project is still in existence six months from its start. Following the pilot period, should DNRP determine to permanently change to a five-day hauling and tipping schedule, SWD will make a final payment to certain identified job classifications in the amount of \$30,000 per employee.

Despite the upfront costs described above, moving to five-day hauling and tipping will be more efficient than the current seven-day operations and will result in considerable labor savings in the long run, allowing SWD to operate with a smaller workforce.

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.

Thank you for your consideration of this proposed Ordinance. This important legislation will ratify the negotiated MOA which provides greater efficiencies for King County's SWD operations.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Dow Constantine". The signature is stylized and cursive.

for

Dow Constantine
King County Executive

The Honorable Dave Upthegrove

October 10, 2024

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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