

**Coalition Labor Agreement (CLA) - Appendix for 350  
Agreement Between King County  
And  
Joint Crafts Council, Construction Crafts**

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1           These articles constitute an agreement, the terms of which have been negotiated in good faith  
2 between King County (County) and the Joint Crafts Council (Union), whose represented employee  
3 classifications are listed in Addenda A-H. This agreement shall be subject to approval by ordinance  
4 by the Metropolitan County Council (Council) of King County, Washington.

5 **ARTICLE 1: PURPOSE AND APPLICATION OF THE COALITION LABOR**

6 **AGREEMENT**

7           The purpose of this Appendix is to promote the continued improvement of the relationship  
8 between the County and its employees through their Union. The Articles of this Appendix, in  
9 addition to those Articles in the Coalition Labor Agreement (CLA), set forth the wages, hours, and  
10 working conditions for the bargaining unit employees.

11           **1.1** The CLA shall apply to the individual bargaining unit’s employees as follows:

12                   **1.1.1** The Preamble in its entirety.

13                   **1.1.2** All Superseding and non-superseding provisions, unless otherwise noted in  
14 Section 1.2 below or in the CLA.

15           **1.2** The following non-superseding articles do not apply to this bargaining unit (e.g.):

16                   **1.2.1** Article 43 “After Hours Support”

17 **ARTICLE 2: UNION RECOGNITION AND INDEMNIFICATION**

18           **2.1 Recognition** - The County recognizes the Union as the exclusive bargaining  
19 representative of all regular, probationary, term-limited temporary and temporary employees whose  
20 job classifications are in the work units listed in the attached Addenda.

21           **2.2 Indemnification** - The Union will indemnify and hold the County harmless against any  
22 claims made and against any suit instituted against the County on account of any check-off of dues  
23 and initiation fees for the Union. The Union agrees to refund to the County any amounts paid to it in  
24 error upon presentation of proper evidence thereof.

25 **ARTICLE 3: MANAGEMENT RIGHTS**

26           **3.1 General** - The Union recognizes the prerogatives of the County to operate and manage its

1 affairs in all respects in accordance with its responsibilities and powers of authority, subject to the  
2 terms and conditions of this Appendix.

3 **3.2 Rights Enumerated** - Unless modified by this Appendix, the County shall have the right  
4 to determine staffing levels and work locations; recruit, examine, hire, appoint, promote, train, layoff,  
5 and discipline and discharge career service employees for just cause; direct and assign the work;  
6 assign employees to work locations within the division; develop and modify classification  
7 specifications; allocate positions to those classifications; allocate employees to those positions;  
8 determine work shifts and work schedules; schedule and assign overtime work; establish the  
9 methods, means and processes by which work is performed; establish rules; and the right to take  
10 whatever actions are necessary in emergencies in order to assure the proper functioning of the work  
11 units.

12 **ARTICLE 4: CLASSIFICATIONS AND RATES OF PAY**

13 **4.1 Wage Rates** - The classifications of employees covered by this Appendix and the  
14 corresponding rates of pay are set forth within Addenda “A” through “H” which are attached hereto  
15 and made a part of this Appendix.

16 **4.2 Step Advancement** - A career service employee may be hired at Step 1 of the wage range  
17 provided under the addendum covering the classification or above Step 1 as provided under the  
18 County’s Personnel Guidelines. Upon successful completion of the probationary period for the initial  
19 hire into the classification, the employee will move from the initial Step hired to the next wage Step  
20 in the wage range, if hired at Step 1. If the employee is hired above Step 1, moving to the next Step  
21 is at the hiring authority’s discretion within the first year after hire. Step increases thereafter will be  
22 annually, on the date of the first Step movement after the initial hire into the classification until the  
23 top Step is reached. An employee working less than full-time will receive Step increases prorated  
24 based on the full-time work schedule of the work unit.

25 **4.2.1.** Employees whose classifications are in the Facilities Management Division  
26 (FMD) and who start at the first Step, shall advance to the next step on the January 1 following

1 successful completion of probation, provided the employee had successfully completed probation on  
 2 or before September 30<sup>th</sup>. Advancement to the next step on the January 1 following successful  
 3 completion of probation is at FMD management’s discretion if the employee is hired above the first  
 4 Step. Step increases thereafter will be annually, on the date of the first Step movement after the  
 5 initial hire into the FMD classification until the top Step is reached. An FMD employee working less  
 6 than full-time will receive Step increases prorated based on the full-time work schedule of the work  
 7 unit.

8 **4.3 Step on Promotion** - A career service employee who is promoted from one classification  
 9 to a higher paying classification will be placed into the pay Step providing at least a five (5) percent  
 10 increase in their base hourly rate of pay not to exceed the top pay Step of the higher paying  
 11 classification.

12 **4.4 Short-term Temporary Employee Benefits** - Temporary employees are not entitled to  
 13 medical, dental, or comprehensive leave benefits. However, a temporary employee may be eligible  
 14 for participation in the Union’s Health and Welfare Trust as provided under the addendum, where  
 15 applicable. The temporary employee may also be eligible to receive other compensation provided  
 16 under King County Code, as amended, in the event the employee exceeds the rolling year working  
 17 hours threshold.

18 **4.5 Temporary/Regular Positions** - Temporary employees will not be used to supplant  
 19 regular positions.

20 **4.6 General Wage Increase (GWI) or Cost of Living Adjustment (COLA)** - GWI and/or  
 21 COLA adjustments will be in accordance with the CLA.

22 **4.7 Lead Assignment** - An employee may be temporarily assigned in writing by the  
 23 manager/designee to perform lead duties. The employee will be paid seven and one-half (7-1/2)  
 24 percent above their base hourly rate of pay. In the event that the employee works as a lead in excess  
 25 of thirty (30) continuous days, all compensated hours will be at the higher rate of pay. This provision  
 26 will be superseded by lead level classifications in the attached addenda, if such classifications have a

1 higher wage rate than the employee's base hourly rate of pay.

2 **ARTICLE 5: HOURS OF WORK**

3 **5.1 Standard Five-Eight (5-8) Work Schedule** - The standard work schedule will consist of  
4 five (5) consecutive work days not to exceed eight (8) hours each, exclusive of the meal period and  
5 not to exceed forty (40) hours per workweek, Monday through Friday inclusive.

6 **5.1.1 Four-Ten (4-10) Work Schedule** - There may be established a work schedule  
7 comprising of four (4) consecutive work days of ten (10) consecutive hours each work day exclusive  
8 of the meal period and not to exceed forty (40) hours per workweek. An established four-ten (4-10)  
9 work schedule will provide for three (3) consecutive days off, one of which will be a Saturday and/or  
10 a Sunday.

11 **5.1.2 Additional Work Schedules** - By mutual agreement, additional work schedules  
12 may be established for each Appendix.

13 **5.2 First Shift** The pay rate for an employee assigned to work on a shift beginning between  
14 the hours of 5:00 A.M. and 11:59 A.M. will be considered to be the employee's base hourly rate of  
15 pay on first shift.

16 **5.2.1 Second Shift** - An employee assigned to work on a shift beginning between the  
17 hours of 12:00 P.M. and 8:59 P.M. will be paid a shift premium of ten (10) percent of the employee's  
18 base hourly rate of pay. An employee who is regularly assigned to the second shift will have all  
19 compensable time paid at the higher rate of pay.

20 **5.2.2 Third Shift** - An employee assigned to work on a shift beginning between the  
21 hours of 9:00 P.M. and 4:59 A.M. will be paid a shift premium of fifteen (15) percent. An employee  
22 who is regularly assigned to the third shift will have all compensable time paid at the higher rate of  
23 pay.

24 **5.2.3 Overtime** - The additional hourly compensation (shift premium) paid to  
25 employees assigned to second or third shift will not be paid for overtime hours worked by employees  
26 who are assigned to first shift.

1           **5.3 Bid Postings** - Except in situations where the shift or schedule was established pursuant  
2 to the Alternative Work Arrangement Policy, all newly established or changed regular work  
3 schedules (days of work), shifts (hours of work) and vacant positions in the work unit will be posted  
4 on work site bulletin boards. Employees within the specific classification in the affected work unit  
5 will have the opportunity to bid by seniority order for the work schedule, shift or vacancy. Absent  
6 adequate interest, the County may assign employees within the classification in the affected work unit  
7 to the remaining work schedules, shifts or vacancies by using inverse seniority order. Changes to  
8 work schedules or shifts will normally require a fourteen (14) calendar days notice to affected  
9 employees. Work units are defined in each Addendum.

10           **5.3.1 Altering of Work Schedule** - No employee will have their work schedule  
11 altered for the purpose of avoiding the payment of overtime except when an employee bids for such  
12 change as provided in Section 5.3. No employee will be required to work on their scheduled day off  
13 in lieu of the employee’s scheduled workday. An employee will not receive overtime pay for  
14 working on Saturday and/or Sunday if the day(s) are part of their regular work schedule.

15           **5.4 Temporary Work Schedule and/or Shift Change** - The manager/designee may  
16 temporarily change an employee’s work schedule and/or shift for planned projects, for training and  
17 for covering a shift due to an absence or vacancy. Such change will normally require at least fourteen  
18 (14) calendar days notice to the employee, except when the County has less than fourteen (14)  
19 calendar days notice and the change is made to cover an absence or vacancy.

20           **ARTICLE 6: CONTRACTUAL OVERTIME AND PREMIUMS**

21           **6.1 Contractual Daily Overtime** – Contractual daily overtime shall be paid to employees  
22 who work more than their regularly scheduled workday, inclusive of alternative work schedules, at  
23 the contractual overtime rate at the time the overtime work is performed.

24           **6.1.1 Contractual Weekly Overtime** – Contractual Weekly overtime shall be paid to  
25 employees for all hours worked in excess of forty (40) hours per FLSA workweek at the contractual  
26 overtime rate in effect at the time the overtime work is performed.

1                   **6.1.2 Contractual Overtime Rate** – The contractual overtime rate for each overtime  
2 hours worked shall be one and one-half times the combined amount of the employee’s hourly base  
3 rate of pay, as specified in the Addendum wage table, plus any applicable pay premiums in effect at  
4 the time the overtime is worked that are contractually required to be included when calculating the  
5 contractual overtime rate. If the Fair Labor Standards Act (FLSA) requires a higher rate of pay for  
6 any overtime hours worked, the employee shall be paid the higher rate of pay pursuant to the FLSA.

7                   **6.2 Overtime Authorization** - All re-scheduled overtime will be authorized in advance by  
8 the manager/designee in writing, except in emergencies. Unscheduled overtime will be authorized by  
9 the manager/designee verbally or electronically. Saturday and Sunday work will not be considered  
10 overtime when it is a regularly scheduled workday for the employee.

11                   **6.3 Scheduled overtime work** - Scheduled overtime work normally will be offered to full-  
12 time regular, then part-time career service employees prior to all other employees except in those  
13 instances where career service employees are not readily available, or when it is an extension of the  
14 workday for an employee or work crew, or as provided in an Addendum to this Appendix. Readily  
15 available is defined as the employee not being on a leave status and is present at work or at home  
16 when called at the time the overtime work is being scheduled and is in the work unit in which the  
17 overtime will be worked.

18                   **6.4 Eight (8) Hour Break** - An employee who is called in to work prior to their next  
19 regularly scheduled shift and who works no less than twelve (12) hours without at least eight (8)  
20 hours break before the start of their next regularly scheduled shift will, upon request, be relieved from  
21 their next regularly scheduled shift. The employee can be directed by the County, for safety reasons,  
22 to not work their next regularly scheduled shift. In either of the above instances, the employee will  
23 receive overtime pay for all such overtime hours worked but may receive no pay for the regularly  
24 scheduled shift from which the employee was relieved.

25                   **6.5 Compensatory Time Off** - For overtime eligible employees covered by this Agreement,  
26 overtime shall be paid at either the applicable overtime rate or as compensatory time off.

1 Compensatory time off shall only be provided by mutual agreement between the employee and their  
2 supervisor and in such a manner so as not to conflict with the Fair Labor Standards Act (FLSA).  
3 Employees cannot be required to accept compensatory time in lieu of overtime pay, nor are  
4 supervisors required to grant compensatory time. An employee’s accrued compensatory time balance  
5 must not exceed 80 hours at any time.

6 **6.5.1.** Compensatory time must be used during the calendar year in which it is  
7 accrued unless this is not feasible due to work demands. The employee may then request, and the  
8 department director may approve, the carryover of a maximum of 40 hours of accrued compensatory  
9 time. Such requests will not be unreasonably denied.

10 **6.5.2.** To request carry over of compensatory time, employees should email their  
11 direct supervisor with the reasons for their request by December 15. The supervisor will forward the  
12 request to DCHS Human Resources, which will manage the requests for approval from the  
13 department director.

14 **6.5.3.** Employees will be paid in the pay period that includes December 31 for all  
15 accrued compensatory time not carried over into the following year.

16 **6.5.4.** Compensatory hours that have been carried over must be used within the first  
17 quarter of the new calendar year, or will be cashed out in the pay period that includes March 31.

18 **6.6 Callout Premium** - A minimum of four (4) hours at the overtime rate will be paid for  
19 each callout. Where such overtime exceeds four (4) hours, the actual hours worked will be paid at  
20 the overtime rate.

21 **6.6.1 Callout** - A “callout” will be defined as a circumstance where an employee has  
22 left the work premises and is subsequently required to report back to work prior to their normally  
23 scheduled shift. An employee who is called out before the commencement of their regular shift will  
24 be compensated in accordance with the provisions of Section 6.6; provided, however, in the event the  
25 employee is called back to work within four (4) hours of their regular shift, the employee will be  
26 compensated at the overtime rate for only the hours immediately preceding the start of their regular

1 shift.

2                   **6.6.2 Technical Call-out:** - In the event an employee is called by either the Employer  
3 or an authorized representative of the Employer to work on a resolution for an after-hours emergency  
4 utilizing their expertise to attempt to resolve a problem (whether by phone or other electronic means,  
5 not on site) shall be paid a minimum of one (1) hour of work or for the hours actually worked,  
6 whichever is greater at the overtime rate. It is understood by the parties that multiple phone calls  
7 within the work day are not compensable at the minimum one (1) hour rate- In the event the  
8 employee is required to report to the worksite, then the Technical Call-out shall be converted to a  
9 Call-out, pursuant to Section 6.6.1, with a start time matching the initial call.

10                   **6.7 Emergency Work Premium** - Emergency work other than the normal scheduled shift or  
11 special schedule and/or shift not enumerated in Articles 5 or 6 will be credited as such and will be  
12 compensated as overtime. In the event this overtime work is accomplished prior to the normal  
13 working hours and the employee subsequently works their regular shift, the regular shift will be  
14 compensated at the employee’s base, hourly rate of pay. This provision shall not apply to Roads or  
15 Fleet Services employees.

16                   **6.8 Standby Premium** - An employee assigned to standby status on non-duty days, by  
17 written authority of the manager/designee, will be entitled to four (4) hours of pay at the overtime  
18 rate for each twenty-four (24) hour period or major portion thereof while on standby status. Any  
19 work performed on non-duty days while on standby status will be compensated at the overtime rate  
20 for actual time worked. An employee who is required in writing to be readily available to be called  
21 into work and/or who is required to wear a “beeper,” cell phone or other communication device  
22 outside of their regular work hours will be considered to be on standby status.

23 **ARTICLE 7: HOLIDAY PREMIUM PAY**

24                   **7.1 Holiday Premium Pay** - Work performed by a comprehensive leave-eligible employee  
25 on a holiday shall be paid at the contractual overtime rate, in addition to the holiday pay.

26

1 **ARTICLE 8: VACATION ELIGIBILITY AND SCHEDULING**

2           **8.1** Career service , probationary, provisional and term-limited temporary employees (herein  
3 referred to as: “comprehensive leave eligible employees”) will accrue vacation leave benefits as  
4 described in and further qualified by CLA Articles 9 and 32.

5           **8.1.1 Part-time Employees** - Comprehensive leave eligible employees who work a  
6 part-time work schedule will accrue vacation leave in accordance with the vacation leave schedule set  
7 forth in CLA Article 32, prorated to reflect their normally scheduled work week.

8           **8.2 Payout Under VEBA** - Except as modified by a VEBA agreement, a comprehensive  
9 leave eligible employee will be paid for accrued vacation leave to their date of separation in  
10 accordance with CLA Article 32.

11           **8.3 Partial Day Increments** - Vacation leave may be used in one-quarter (1/4) hour  
12 increments at the discretion of the manager/designee.

13           **8.4 Vacation Scheduling** - The manager/designee will be responsible for scheduling the  
14 vacation of employees in such a manner as to achieve the greatest vacation opportunity for the  
15 employees while maintaining the efficient functioning of the work unit.

16           **8.5 Notification While on Paid Vacation or Compensatory Time Off** - If a comprehensive  
17 leave eligible employee is injured or becomes ill while on paid vacation or compensatory time off, in  
18 order to receive sick leave for that time, the employee must notify the manager/designee on the first  
19 day of the injury or illness, either by telephone, email, text message, fax, or by letter postmarked the  
20 first day of the injury or illness. However, if it is physically impossible to give the required notice on  
21 the first day, notice must be sent as soon as possible and must be accompanied by an acceptable  
22 showing of reasons for the delay. A doctor’s statement or other acceptable proof of the injury or  
23 illness, while on vacation or compensatory time off must be presented regardless of the number of  
24 days involved.

25           **8.6 Term-Limited Temporary Employees** - A term-limited temporary employee who,  
26 contiguous with their term-limited temporary employment becomes a career service employee shall

1 have their accrued vacation leave accruals carry over with such regular appointment and the accrual  
2 rate will be determined based on their date of hire in the term-limited temporary position.

3 **ARTICLE 9: SICK LEAVE** – See CLA Article 11, CLA Article 31, and the following

4 **9.1 Partial Day Increments** - Sick leave may be used in one quarter (1/4) hour increments at  
5 the discretion of the manager/designee.

6 **9.2 Unpaid Leave** – See also CLA Article 11, CLA Article 31, and following

7 **9.2.1 Temporary Transfer** - If an employee requests intermittent leave or leave on a  
8 reduced leave schedule, under CLA Article 31.7, that is foreseeable based on planned medical  
9 treatment, the manager/designee may require the employee to transfer temporarily to an available  
10 alternative position for which the employee is qualified and that has equivalent pay and benefits and  
11 that better accommodates recurring periods of leave than the regular position of the employee.

12 **9.2.2 Return to Work from Unpaid Leave** - An employee who returns from unpaid  
13 family or medical leave within the time provided in CLA Article 11 is entitled, subject to layoff  
14 provisions, to the same seniority accrued before the date on which the leave commenced.

15 **9.3 Term-Limited Temporary Employees** - A term-limited temporary employee who,  
16 contiguous with their term-limited temporary employment becomes a career service employee shall  
17 have their accrued sick leave accruals carried over with the regular appointment.

18 **ARTICLE 10: SENIORITY - LAYOFF AND RECALL**

19 **10.1 Seniority Rights** - Career service employees will be afforded the right to utilize their  
20 seniority as hereinafter defined for the purposes specifically provided for within this Appendix.

21 **10.2 Probation** - An employee will be recognized as having attained seniority and career  
22 service employee status when such employee has successfully completed a probation period  
23 equivalent of six (6) months worked in a career service position based on a full-time work schedule in  
24 a classification covered by this Appendix. Probation is also served when an employee is recalled  
25 from layoff, transfers or is rehired, demoted or promoted. The probation period may be extended by  
26 the manager/designee not to exceed a total of twelve (12) months worked. The County will notify the

1 Union of a probation extension. Upon successful completion of the probation period, the employee  
 2 will be assigned a classification seniority date which will be the date when the employee first  
 3 commenced their probation for that classification. An employee working less than a full-time work  
 4 schedule will have their probation calculated based on a full-time equivalent work schedule for the  
 5 work unit. [Example: the full time equivalent probationary period for a 0.5 FTE is twelve months.]  
 6 Probationary employees are considered at-will employees and may be terminated without access to  
 7 the just cause provisions or the grievance procedure in the CLA.

8 **10.2.1** An employee who is recalled from layoff within two (2) years, or is rehired  
 9 within one (1) year will have their classification seniority restored upon successful completion of  
 10 probation.

11 **10.2.2** The movement of an active, career service employee to a different work unit,  
 12 work crew, or work site within the same division will not be considered a transfer that requires a  
 13 probation period, if the employee continues in the same job classification with substantially the same  
 14 duties.

15 **10.2.3 Resumption of Probationary Period Upon Recall From Layoff** - In the  
 16 event a career service employee is laid off during their probation period and is subsequently recalled  
 17 to their classification within ninety (90) calendar days from the date of layoff, the employee will be  
 18 credited with all days previously worked for purposes of satisfying their probation period and  
 19 establishing the resultant classification seniority date.

20 **10.3 Seniority Accrual While on Leave Due to Illness or Injury** - An employee will  
 21 continue to accrue seniority during an absence caused by an industrial injury or illness. An employee  
 22 who is unable to work because of a non-work related injury or illness will not accumulate seniority  
 23 during an unpaid leave of absence in excess of thirty (30) calendar days. However, if the employee is  
 24 on approved FMLA and/or KCFML qualified leave, seniority shall continue to accrue for up to  
 25 eighteen (18) workweeks of the qualified unpaid leave period.

26 **10.3.1 Seniority Accrual While on Leave Without Pay** - An employee on an

1 approved unpaid leave of absence in excess of thirty (30) calendar days will not accumulate seniority  
2 credits during such absence except as provided under Section 10.3.

3 **10.4 Promotion and Transfer** - When a career service employee is promoted or transferred  
4 out of the bargaining unit and is no longer covered under this Appendix, and returns to the bargaining  
5 unit within twelve (12) months of the promotion or transfer, the employee will resume the seniority  
6 which the employee had on the date of the promotion or transfer.

7 A career service employee who is promoted or transferred to another King County position  
8 and does not complete the probationary period may elect to return to the former position within six  
9 (6) months if the former position is vacant and available. If the position is not available, and as a  
10 result the employee separates from County service, the employee will be entitled to recall rights to  
11 the former classification in accordance with Section 10.9, as if the employee had been laid off on the  
12 date of separation.

13 **10.5 Seniority will be defined as follows:**

- 14 • **“Classification Seniority”** will be defined as a career service employee’s total  
15 length of service within a specific classification covered by this Appendix. .
- 16 • **“Division Seniority”** will be defined as a career service employee’s total length of  
17 service within a division of a department covered by this Appendix.
- 18 • **“Departmental Seniority”** will be defined as a career service employee’s total  
19 length of service within a department.
- 20 • **“Bargaining Unit Seniority”** for purposes of this Appendix, will be defined as a  
21 career service employee’s total length of service within a classification(s) covered by this Appendix.
- 22 • **“County Seniority”** will be defined as a career service employee’s total length of  
23 service with the County in a career service position.

24 **10.6 Forfeiture of Seniority** - Seniority rights will be forfeited for any of the following  
25 causes:

- 26 • Discharge for just cause.

- 1 • Promotion or transfer outside of the bargaining unit for one (1) or more years.
- 2 • Layoff for more than two (2) years.
- 3 • Resignation; provided, however, in the event a career service employee who has
- 4 successfully completed their probation period is rehired to a classification covered under this
- 5 Appendix within twelve (12) months from the date of their termination or resignation, the employee
- 6 will then be credited with all the seniority credits previously existing on their last day worked.

7 **10.7 Reduction in Work Force Procedure** - In the event of a reduction-in-force, the County

8 will layoff the career service employee in the classification affected who has the least Classification

9 Seniority within their division. Prior to any layoff, all term-limited temporary, provisional,

10 temporary and probationary employees in the classification within the affected division of the

11 department will be separated first. Where two (2) or more career service employees have the same

12 Classification Seniority, the more senior employee will be the one who has the most seniority by

13 applying the following seniority tie breakers in this order: 1) Division, 2) Department, 3) Bargaining

14 Unit, 4) County, 5) total number of compensated hours, 6) a random method by mutual agreement.

15 **10.8 Bumping Rights** - A career service employee who becomes displaced due to a

16 reduction-in-force will be permitted to use their Classification Seniority to displace or “bump out” the

17 least senior career service employee occupying the same classification. The employee will also be

18 permitted to use their bargaining unit seniority to displace or “bump out” the least senior career

19 service employee occupying a classification within which the bumping career service employee had

20 previously attained seniority status. Employees who exercise their “bumping” rights under this

21 section shall not be required to serve a probationary period in the new position. Career service

22 employees in the Parks Division who were in a classification covered by this Appendix prior to

23 January 1, 1992 will accrue seniority as of January 1, 1992 for purposes of being able to exercise

24 their bumping rights as provided under this Article.

25 **10.8.1 Displaced Employees** - A career service employee who becomes displaced

26 due to another career service employee’s exercise of Section 10.8, will also be afforded the right to

1 displace or “bump out” the least senior career service employee in their classification in a similar  
2 manner.

3 **10.9 Recall from Layoff** - A career service employee displaced due to a reduction-in-force  
4 will be recalled to their classification in the inverse order of layoff subject to their ability to perform  
5 the work of the position for which the employee is recalled. A career service employee will be  
6 removed from the recall list after two (2) years from the date of layoff, or the employee is recalled, or  
7 the employee fails to accept or report to work after being recalled, or the employee requests to be  
8 removed from the recall list.

9 **ARTICLE 11: MISCELLANEOUS**

10 **11.1 Seniority Lists** - The County will transmit to the Union upon request, but not more than  
11 twice per year, a list of all employees in the bargaining unit. Such list will indicate the name of the  
12 employee, job classification, classification seniority date and work unit.

13 **11.2 Road and River Improvement Employees** - All County Road and River Improvement  
14 employees will be allowed pay from time of reporting to a designated headquarters and will end  
15 when the employee returns from the field to such headquarters.

16 **11.3 Rain Gear** - The County will provide rain gear for all employees working in inclement  
17 weather as needed.

18 **11.4 King County Labor-Management Committee(s)** - The County and the Union  
19 recognizes the importance of a collective bargaining and employee relations climate in the County  
20 that encourages cooperative efforts and joint problem-solving amongst all involved parties to better  
21 serve the public, increase productivity, reduce waste, improve safety, improve morale, and recruit,  
22 train and retain quality employees. In the interest of meeting these challenges, the County and the  
23 Union agrees to establish labor-management committee(s) where mutually agreed.

24 **11.5 Biweekly Payroll** - The parties agree the County has the right to implement a common  
25 biweekly payroll system that will standardize pay practices and Fair Labor Standards Act work  
26 weeks. The parties agree that applicable provisions of this Appendix may be re-opened at any time

1 during the life of this agreement by the County for the purpose of negotiating these standardized pay  
2 practices, to the extent required by law.

3 **11.6 Shop Stewards** - Shop stewards may conduct representational responsibilities including  
4 but not limited to grievance investigations, attending grievances, attending labor management  
5 meetings, official contract negotiations (number of employees to be determined at the bargaining  
6 teams at the onset of negotiations) Weingarten and Loudermill meetings during their regular  
7 scheduled shift, without a loss of regular compensation, if excused from work by the employee's  
8 manager/designee.

9 **11.7 Safety** - The County, Union and employees agree to comply with all applicable safety  
10 laws and regulations. In the event an employee discovers or identifies an unsafe condition the  
11 employee will immediately notify the manager/designee. No employee will be disciplined for  
12 reporting an unsafe condition. No employee will be required to use unsafe equipment or work in an  
13 unsafe environment.

14 **11.8 Apprenticeship Utilization** - By mutual agreement, the County and the Union agrees to  
15 enter into Apprenticeship Participation Agreements to establish and maintain ongoing apprentice  
16 hiring within the Joint Crafts having established Apprenticeship Programs. Such apprentice hiring  
17 will conform to the individual Apprenticeship Standards.

18 **11.9 Filling of Vacant Positions** – See also CLA Article 18 - Prior to the initiation of any  
19 open competitive process to fill a vacant bargaining unit position, the County will provide notice of  
20 the vacancy to all career service employees within the classification within the bargaining unit. Any  
21 career service employee in the bargaining unit holding a position within the same classification as  
22 that of the vacant position will be given the opportunity to apply for the position. The appointment  
23 will be made to the applicant who the County determines has the knowledge, skills and ability to fill  
24 the position. Where the knowledge, skills and ability of the applicants are equal, the position will be  
25 awarded on the basis of classification seniority. This provision is not applicable to employees who  
26 hold a different employment status (i.e., part-time and full-time) than that of the vacant position in the

1 classification.

2           **11.10 Pension Trusts** - The County agrees to re-open negotiations during the term of this  
3 Appendix upon request by any signatory Union, solely for the purpose of negotiating procedures and  
4 policies for employees covered by this Appendix to participate in a Union Pension Trust. The parties  
5 understand and agree that the Union will conduct a membership vote to determine whether the  
6 membership will participate in a Pension Trust, and that if a majority of members represented by one  
7 of the Unions signatory to this Appendix vote in favor of participation, all members must participate.  
8 The parties further agree that participation in a Pension Trust shall not result in an increase of pay for  
9 any employees covered by this Appendix.

10           **11.11 Camera Usage** – The County expressly agrees that any real time viewing is for  
11 operational reasons and will not be used for surveillance of employees for the purpose of disciplinary  
12 action. The County will not request copies of camera footage from IT for the purpose of disciplinary  
13 action unless it has a documented good-faith reason to do so, based upon a reasonable suspicion an  
14 employee has committed an offense that could result in discipline. The County agrees not to request  
15 or view camera footage, without any other evidence, involving an employee who may have  
16 committed a violation of some rule or policy which could result in disciplinary action (no fishing  
17 expeditions). The County agrees to comply with requests from the Union for camera footage where  
18 discipline or the potential to issue discipline exists.

19           **11.12 Footwear** – See also CLA Article 42. Any unused portion of this allowance, not to  
20 exceed \$200.00, can be carried over from one year to the next.

21 **ARTICLE 12: WORK STOPPAGES AND EMPLOYER PROTECTION**

22           **12.1 Work Stoppages** - The County, the Council, and the Unions agree that the public  
23 interest requires efficient and uninterrupted performance of all County services and to this end pledge  
24 their best efforts to avoid or eliminate any conduct contrary to this objective. Specifically, the  
25 Unions will not cause or condone any work stoppage, including any strike, slowdown, or refusal to  
26 perform any customarily assigned duties, sick leave absence which is not bona fide, or other

1 interference with County functions by employees under this Appendix and should same occur, the  
2 involved Union will take appropriate steps to end such interference. Any concerted action by any  
3 employee in any bargaining unit will be deemed a work stoppage if any of the afore-referenced  
4 activities have occurred contrary to the provisions of this Appendix. Being absent without authorized  
5 leave will be considered as an automatic resignation. Such a resignation may be rescinded by the  
6 department head if the employee presents satisfactory reasons for their absence within three (3)  
7 calendar days of the date their automatic resignation became effective.

8 **12.2 Employer Protection** - Upon notification in writing by the County to the Union that  
9 any of its represented employees are engaged in a work stoppage, the Union will immediately, in  
10 writing, order such represented employees to immediately cease engaging such work stoppage and  
11 provide the County with a copy of such order. In addition, if requested by the County, a responsible  
12 official of the Union will publicly order such Union represented employees to cease engaging in such  
13 work stoppage.

14 **12.3 Discipline** - Any employee participating in such work stoppage or in other ways  
15 committing an act prohibited in this Article will be subject to disciplinary action in accordance with  
16 the County’s work rules up to and including discharge, suspension, or other disciplinary action as  
17 may be deemed applicable to such employee.

18 **ARTICLE 13: REOPENER** - Contract negotiations for the succeeding contract may be initiated by  
19 either party by providing to the other written notice of its intention to do so at least sixty (60) days  
20 prior to December 31, 2028.

21 For the Joint Crafts Council:

22  
23 Signed by:  
*Antonio Acosta*  
47E62937E7424FF...

24  
25 Antonio Acosta, Regional Manager  
26 North Coast States Carpenters Union

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Signed by:

*Tommy Hunt*

37BB407A7799493...

Tommy Hunt, Business Representative  
International Association of Machinists and Aerospace  
Workers Local 289

Signed by:

*Rob Hodge*

3DB5DFD8DD4D4E2...

Rob Hodge, Assistant Manager/Organizer  
International Brotherhood of Boilermakers, Iron Ship  
Builders, Blacksmiths, Forgers and Helpers  
Lodge No. 104

Signed by:

*Keith Weir*

3200F9B2B70343B...

Keith Weir, Business Representative  
International Brotherhood of Electrical Workers  
Local 46

Signed by:

*Zachary Atkins*

074532443E8641D...

Zachary Atkins, Local 300 Field Representative  
International Union of Painters and Allied Trades  
District Council 5

DocuSigned by:

*Corey D Wilker*

51DB234A5E07488...

Corey Wilker, Plumber Agent  
United Association of Plumbers and Pipefitters  
Local 32

Signed by:

*Gabe Schoenfelder*

8B5CBF7A40774D8...

Gabe Schoenfelder, Field Representative  
International Union of Operating Engineers  
Local 302

Signed by:

*Kathy Wilkens*

0790AE2D00E410A...

Kathy M. Wilkens, Business Agent  
Laborers' International Union of North America  
Local 242

For King County:

DocuSigned by:

James Crowe

CC4A46B1BF89403...

James Crowe, Labor Relations Negotiator Senior  
Labor Relations, Executive Office

CBA: 350

Union Code: T4L

**ADDENDUM A**

**North Coast States Carpenters Union**

This **ADDENDUM** modifies the Appendix by adding to, modifying or supplanting specific provision(s) therein.

Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range	Steps
8100100	811103	Carpenter I	50	1-2-3-4-5*
8100300	811203	Carpenter I - Lead	53	1-2-3-4-5*
8100200	811303	Carpenter II	54	1-2-3-4-5*

\* These Steps equate to Steps 2-4-6-8-10 on the King County "Squared" Pay Schedule

**A.1 Steps** - An employee who is hired into a regular position and who has successfully completed a State Apprenticeship program in the craft hired, or who can supply documentation of a minimum of five thousand two hundred (5200) hours of journey level work performance, will start at Step 6 and advance to Step 10 on successful completion of probation.

**A.2 Short-term Temporary Employees** - A temporary journey level employee will be hired at Step 3, or at a higher step at the County's discretion. In addition, the County will pay the full

1 hourly contribution rate into the medical portion of the Carpenter’s Health and Welfare Trust on  
2 behalf of the employee for each hour in pay status.

3 **A.3 Tools** - No employee will be required to furnish tools for work. The County will provide  
4 the tools necessary to perform the assigned work.

5 **A.4 Work Units** - Work units will be defined as those County divisions in which represented  
6 employees are regularly assigned to work.

7 **A.5 Apprenticeship Program** - If, during the term of this Agreement, the County and Union  
8 decide to create or participate in an Apprenticeship program, the parties agree to re-open  
9 negotiations, at the request of either party, to negotiate amendments or additions to this Addendum  
10 related to apprenticeships.

11 **A.6** Each employee will have a regularly assigned site to report at the beginning of the work  
12 shift. The regular reporting site may be changed with two (2) weeks written notice. An employee  
13 may be temporarily assigned to report at a different work site based on County business needs, or the  
14 supervisor may allow an employee to report to a temporary work site for a specified period of time, if  
15 compatible with County business needs. Assigned travel to and from job sites during the shift will be  
16 on paid time and at County expense.

17 **A.7 Assignment of Overtime - (A.7 applies only to the King County Roads Division**  
18 **Carpenter Group.)** Unscheduled overtime and non-project overtime will be offered first to the most  
19 senior Carpenter and if declined to the next most senior Carpenter until the offer is accepted. Should  
20 there be no Carpenter willing to accept the overtime assignment the least senior Carpenter will be  
21 required to staff the overtime assignment. This overtime list (“wheel”) methodology requires that  
22 those carpenters that decline the overtime assignment fall to the bottom of the overtime wheel as the  
23 cycle continues. This overtime wheel methodology will not be ordinarily utilized for scheduled  
24 projects that incur overtime. It is the intent of the parties that carpenters working overtime on  
25 scheduled projects remain on the project’s overtime assignment whenever possible. Should a need  
26 arise requiring the replacement of a carpenter on a project overtime assignment the County will

1 utilize the overtime wheel whenever practicable. Should the County determine that the utilization of  
2 the overtime wheel to be impracticable for scheduling project overtime, it may at its discretion  
3 directly assign the project overtime to a carpenter of its choosing.

4 **A.8 Work Clothing** – The County shall provide “double front” work pants to Carpenters.  
5 Furthermore, the parties agree to convene a Labor-Management Committee in affected Departments  
6 as soon as feasible after the implementation of this Agreement for the purpose of discussing types of  
7 clothing most appropriate for the Carpenters in that particular work unit.

8 **A.9 Western Washington Training Trust** – The County and the Pacific Northwest  
9 Regional Council of Carpenters agree to continue discussions concerning contributions to the  
10 Western Washington Training Trust for Journeyman Carpenter Skill Enhancement training  
11 contingent upon the Training Trust’s future decisions on how to create a process and the cost for  
12 public sector employer access. Furthermore, the parties agree to continue discussions concerning the  
13 application of the Western Washington Apprenticeship Training Program for the purpose of  
14 succession planning.

15 **A.10 Union Stewards** - the Union shall have the right to appoint trained stewards for each  
16 division within the County where its members are employed. The stewards shall see that the  
17 provisions of this agreement are observed, and shall be allowed a reasonable time to investigate  
18 grievances, attend grievance hearings and Labor/Management meetings during regularly scheduled  
19 shifts, without loss of compensation, except the County shall have no obligation for overtime  
20 compensation for steward activities.

21 **A.11 Job Postings** - The County posts all vacant positions for which it is actively recruiting  
22 at <https://kingcounty.gov/en/dept/dhr/about-king-county/jobs-benefits/find-a-job>

23 The Union may reference this site for the purpose of directing its members to King County for  
24 employment opportunities.

25 **A.12 Carpenters’ Jurisdiction Clarification** - A general description of the historical  
26 jurisdiction of Carpenters’ work within King County can be found in King County’s classification

1 specifications and may include:

2           A. Maintain concrete and masonry structures, including sidewalks and concrete forms.

3           B. Repair all structural components of buildings and other aspects, including,  
4 guardrails, fences, decks, floors, walls, ceilings and roofs.

5           C. Maintain and repair roof, wall, ceiling and floor coverings including drywall,  
6 roofing, acoustical tiles and siding.

7           D. Install and repair doors, windows and related hardware, including locking  
8 mechanisms, closures, keying systems and re-glazing.

9           E. Repair and maintain finish materials.

10           F. Perform administrative tasks, including evaluating work requests, designing and  
11 estimating, organizing and scheduling labor, materials and equipment to complete carpentry projects.

12           G. Perform basic record-keeping (including keeping daily logs).

13           This provision does not limit management from its historical practice of assigning incidental  
14 duties and/or tasks to employees outside of the unit. Nor does it prohibit management from assigning  
15 incidental work to members of the bargaining unit. This provision also does not intend to expand or  
16 contract Union jurisdiction but instead aims to clarify existing jurisdiction as currently understood.

17           **A.13 Ratification Bonus:** Effective upon the first payday of the first full pay period  
18 following the effective date of the ordinance, which is ten days following the King County  
19 executive’s approval signature, employees will be eligible to receive a one-time ratification incentive  
20 as follows:

21           A. \$1500. - This ratification incentive will only be paid to employees per the terms of  
22 eligibility reflected in the Compensation Settlement for Implementation of Retroactive Increases  
23 MOA.

24           **A.14 GWI Retroactivity:** Retroactive payment of the GWI effective January 1, 2026 shall be  
25 made to employees covered by Addendum A. Retroactivity will be issued in the following manner:

26           A. Retroactivity will be issued to all employees who are employed by the County in a

1 bargaining unit signatory to this agreement on the first day of the first pay period following full and  
2 final ratification of the CLA,

3           **B.** Employees who resign or are terminated prior to the first day of the first pay period  
4 following full and final ratification of the CLA shall not receive a retroactive payment.

5           **C.** The County shall not make any post-hire adjustments to employees' salary steps or  
6 make Contract Settlement GWI payments based on subsequent collective bargaining settlements or  
7 retroactive pay associated with other unions.

8           **A.15 Contracting Out:** The County shall not contract out work which the members of the  
9 Union have historically performed unless it is required by law or is a business necessity due to an  
10 emergency situation or to augment the workforce on a short-term, temporary basis. Except for  
11 emergency situations, the County shall provide notice to the Union of its intent to contract out and,  
12 upon request, bargain the decision and/or effects of that decision. Except as provided herein, under no  
13 circumstance shall the County agree to any long-term or permanent contracting out of bargaining unit  
14 work. Nothing in this provision shall limit what the County has historically contracted out, and no  
15 jobs will be eliminated due to contracting out.

1 **CBA: 350**

**Union Code(s): T2Q, T3Q**

2 **ADDENDUM B**

3 **International Association of Machinists and Aerospace**

4 **Workers Local 289**

5  
6 **This ADDENDUM modifies the Agreement by adding to, modifying or supplanting**  
7 **specific provision(s) therein.**

9 <b>Job Class</b>	9 <b>PeopleSoft</b>	9 <b>Classification</b>	9 <b>Pay</b>	9 <b>Steps</b>
10 <b>Code</b>	10 <b>Job Code</b>	10 <b>Title</b>	10 <b>Range</b>	
11 8431100	11 845402	11 Heavy Equipment Body Repair 12 Technician	11 50	11 1-2-3-4-5 *
14 8410200	14 841204 (T3Q) 15 841203 (T2Q)	14 Mechanic/Automotive Machinist I	14 49	14 1-2-3-4-5 *
16 8411100	16 870801	16 <u>Mechanic-Automotive Machinist – HD</u> 17 <u>Apprentice</u>	16 <u>43</u>	16 <u>1-7**</u>
18 8411200	18 870901	18 Mechanic/Automotive Machinist I-HD	18 54	18 1-2-3-4-5 *
19 8410300	19 841302	19 Mechanic/Automotive Machinist II	19 51	19 1-2-3-4-5 *
21 8411300	21 870102	21 Mechanic/Automotive Machinist II-HD	21 58	21 1-2-3-4-5 *
22 8422100	22 843102	22 Millwright	22 50	22 1-2-3-4-5 *

23 \* These Steps equate to Steps 2-4-6-8-10 on the King County “Squared” Pay Schedule.

24 **B.1 Steps** - An employee who is hired into a regular position and who has successfully  
25 completed a State Apprenticeship program in the craft hired, or a State recognized Certificate of  
26 Completion in Automotive Mechanics Technology and three (3) years of documented experience in

1 the field, or holds a Master ASE Certification and five (5) years documented experience in the field  
 2 as a journeyman will start at Step 3 and advance to Step 5 on successful completion of probation.  
 3 This provision shall only apply to newly hired employees on or after the date this Appendix is  
 4 adopted by ordinance.

5 **B.2 Commercial Drivers License (CDL)** – Pursuant with CLA Article 44. All employees in  
 6 a “HD” classification must possess a valid CDL while in pay status. The employee is responsible for  
 7 any costs of a physical exam and the actual license. Employees are required to successfully obtain  
 8 the CDL within six (6) months of employment.. Failure to obtain the CDL within six months will  
 9 result in separation of employment, unless extended at the County’s discretion Employees who have  
 10 been employed with the County and have attained seniority who fail to pass the CDL physical exam  
 11 will not be separated from their position for having failed the physical exam unless such failure is due  
 12 to a positive test for drugs or alcohol and provided that there is a non-CDL position available in the  
 13 Bargaining Unit for which the employee is qualified.

14 **B.3 ASE Certification** – Effective January 1, 2015, all employees who hold either one-half  
 15 (1/2) of the ASE certificates for master mechanic certification in their classification or a full ASE  
 16 master mechanic certification for their classification will receive one of the following hourly pay  
 17 premiums as follows:

	One-half (1/2) of the ASE certificates	One full ASE master mechanic certificate
Machinist I	\$1.21	\$2.48
Machinist II	\$1.24	\$2.48
HD I (including Heavy Equipment Body Repair Technician and Millwright positions)	\$1.24	\$2.77
HD II	\$1.32	\$2.77

1 The parties agree that, the ASE Premium shall be increased by 3.75% annually.

2 The ASE certificates/certification must be valid in order to receive the premium. The  
3 premium is to be paid in addition to the employee’s regular, base hourly rate of pay for all  
4 compensated hours. The County will only pay once for each ASE test taken. The Union agrees to  
5 work with the Fleet Division to ensure it obtains and maintains ASE shop certification for all shops.

6 **B.3.1 ASE Certification Examinations** - The County will, when feasible, adjust the work  
7 schedule of employees, in order to allow the employee to take examinations to acquire or maintain an  
8 ASE certification. If a schedule adjustment is not feasible, the County will approve he request with  
9 sufficient advance notice.

10 **B.4 Tool Allowance** The County will reimburse up to one thousand dollars ( \$1000.00)  
11 annually (no carry-over) for approved replacement tools or specialty tools not otherwise provided by  
12 the County for employees who have successfully completed probation . The Union and the County  
13 will meet and confer on the repair of employee owned power tools used for work

14 **B.4.1 Tool Replacement / Repair** – Tools normally furnished by the employee that are  
15 verified lost on the job and under circumstances where retrieval would pose a danger to an employee,  
16 shall be replaced by the County with a comparable tool of the same manufacturer.

17 **B.5 Work Units** - Work units will be defined as those County divisions in which represented  
18 employees are regularly assigned to work.

19 **B.6 Apprenticeship Program** - The Parties agree to participate in the Northwest Machinists  
20 Apprenticeship Program as a means to hire and develop qualified Automotive Machinists. The  
21 Parties further agree to continue labor-management discussions regarding the program as needed  
22 during the term of this Appendix.

23 Apprentices who received credit for previous experience may be placed at a pay rate  
24 commensurate with their experience and in keeping with the Apprenticeship Program provisions. One  
25 (1) apprentice in any work group where a journeyman is steadily employed and one (1) additional  
26 apprentice may be employed for each five (5) journey-level full-time Automotive Machinists

1 employed by the County. However, this ratio maybe be adjusted by mutual agreement between the  
2 Parties.

3 Other conditions of employment for apprentices shall be as provided in the respective  
4 Machinists’ Joint Apprenticeship Standards as approved by the Washington State Apprenticeship and  
5 Training Council.

6 **B.7 Unanticipated/Work Schedule and/or Shift Change** - Normally, at least eight (8)  
7 hours of advance notice will be given to an employee prior to temporarily changing the employee’s  
8 work schedule and/or shift to perform unanticipated projects and/or operations. In the event of snow  
9 removal, flood control, sanding, or other operations due to acts of nature which may or may not be  
10 anticipated, an employee may be placed on “Alert Status” and the eight (8) hours of advance notice  
11 will not be required.

12 **B.8 Alert Status** – Fleet Services employees assigned to support the Roads Maintenance  
13 Section will, in addition to their regular shift and schedule, be assigned an alert status shift and  
14 schedule (Alert).

15 **B.8.1 Shift duration** - Alert may be of varying duration; however, Alert will be at least eight  
16 (8) hours.

17 **B.8.2 Alert Notification** - Given the unpredictable nature of operational needs in Fleet  
18 Services, Alert may be called at anytime and limited to the number of employees necessary to fulfill  
19 operational needs. Implementation of Alert Status will be considered to have taken place when the  
20 work hours of the employee’s normal shift have been altered without the required advance  
21 notification as provided under Section B.7.

22 **B.8.3 Transition to Alert** - Transition to Alert may occur during a Fleet Services  
23 employee’s regularly scheduled work day. In such cases, employees may be sent home before the  
24 end of the regular shift in order to get rest prior to the start of their Alert shift, or may be required to  
25 stay on their regular shift until the start of the Alert shift. The decision to send an employee home or  
26 require them to remain at work will be determined by the County based on operational and safety

1 considerations, taking into consideration the desire of the employee. If the employee requests and is  
2 approved to be relieved from their regular shift, they may use accrued vacation leave, compensatory  
3 time, or leave without pay for that portion of the regular shift they did not work. If the employee is  
4 relieved by management from their regular shift, the employee will be compensated for the remainder  
5 of the shift.

6 **B.8.4 Employees on leave** - If a Fleet Services employee is on leave when an alert status  
7 shift is called, they will not be called to work unless it is operationally necessary to do so.  
8 Employees who have been pre-approved for leave may be relieved from Alert when the leave is  
9 scheduled to begin unless the employee elects to cancel or postpone the start of the leave or is  
10 operationally necessary due to emergent conditions for management to cancel the leave. In the event  
11 that an employee's approved prescheduled leave is cancelled due to Alert, the County agrees to  
12 reimburse the employee's documented unreimbursed travel expenses that are directly attributed to the  
13 cancelled leave.

14 **B.8.5 Compensation**

15 1. When a Fleet Services employee transitions to the Alert shift during their normally  
16 scheduled shift, the employee will receive overtime for all time on the Alert shift that is worked on  
17 the calendar day after the employee's regular shift of eight (8) or ten (10) hours has been worked and  
18 paid at straight time.

19 2. When a Fleet Services employee begins the Alert shift on the day the employee is  
20 regularly scheduled to work but does not work their regular shift, or begins the Alert shift during the  
21 same day the employee was relieved of their regular shift as provided under Section B.8.3, or works  
22 the Alert shift on a day the employee is not normally schedule to work, the first four (4) hours  
23 worked on the Alert shift is paid at the rate of one and one-half (1-1/2) their regular rate of pay. The  
24 next eight (8) hours worked will be at the employee's regular rate of pay.

25 3. If a Fleet Services employee on Alert is approved to leave work at their own  
26 request or at the beginning of a leave as provided under B.8.4, they will be paid only for the hours

1 worked.

2                   **4. Leave Accruals** – A Fleet Services employee on Alert shift during a normally  
3 scheduled workday will receive vacation and sick leave accruals for the first eight (8) hours worked if  
4 regularly assigned to a 5/8 work schedule, or ten (10) hours if regularly assigned to a 4/10 work  
5 schedule, in accordance with CLA Article 32.1 and CLA Article 31.1, respectively.

6                   **5. Shift premium** - Alert shifts in Fleet Services will not be subject to shift premium  
7 pay as provided under Section 5.2.

8                   **6. Compensation and Breaks While on an Alert Status Shift** – A Fleet Services  
9 employee who is assigned to work an Alert shift will be compensated for all hours assigned to the  
10 shift inclusive of all meal periods and breaks. The County will try to provide meal and rest periods in  
11 accordance with State regulations during an employee’s Alert shift. The County and Union agree  
12 that by this section and RCW 49.12.187 the County may deviate from the meal periods and rest  
13 breaks contemplated in State regulations and that the employees’ meal and rest periods may be  
14 missed due to work requirements. If a meal or rest period is missed, no additional pay will be  
15 provided.

16                   **B.9 Scheduled Overtime** – Scheduled overtime in the Fleet Services Division, Equipment  
17 Repair and Rental (Renton) and the Motorpool (Orcas St) shops shall be divided and rotated as  
18 equally as possible amongst those employees that desire overtime work. Employees will indicate  
19 their availability for overtime work by placing their names on the overtime roster which will be  
20 posted in the workplace at all times. The posting of the overtime roster and rotation of the overtime  
21 will be the responsibility of the bargaining unit. If there are no volunteers then overtime shall be  
22 assigned in reverse seniority order. This provision shall not apply to employees normally assigned as  
23 Field Mechanics in Fleet.

24                   **B.10 Alternate Leads** – The Parties agree to the continued use of Alternate Leads to cover  
25 lead duties while regular leads are unavailable. Notwithstanding language elsewhere in this  
26 Appendix, the Parties agree that Alternate leads will be scheduled via a separate shift bid process

1 based on classification seniority if the alternate leads share the same classification and County  
2 seniority if they are of different classifications.

3           **B.11 Service Truck Premium** – The County may assign employees to work from a service  
4 truck to perform “road work” (defined as: Work performed by employees who are required to travel  
5 away from and without the support of a shop location to perform their job duties. This may include  
6 activities such as service calls, on-site installations where no shop is located, remote inspections, or  
7 other field-related responsibilities that necessitate travel during work hours.) . Such employees shall  
8 be paid a service truck premium of five (5) percent of the employee’s regular, base hourly rate of pay.  
9 The premium is to be paid in addition to the employee’s regular, base hourly rate of pay for all  
10 compensated hours while assigned to a service truck.

1 **CBA: 350**

**Union Code: T2D**

2 **ADDENDUM C**

3 **International Brotherhood of Boilermakers, Iron Ship Builders,**  
 4 **Blacksmiths, Forgers and Helpers Lodge No. 104**

5  
 6 This ADDENDUM modifies the Appendix by adding to, modifying or supplanting specific  
 7 provision(s) therein.

8

9 <b>Job Class Code</b>	<b>PeopleSoft Job Code</b>	<b>Classification Title</b>	<b>Pay Range</b>	<b>Steps</b>
10 8426100	844602	Metal Fabricator	50	1-2-3-4-5*
11 8426200	844702	Metal Fabricator - Lead	53	1-2-3-4-5*
12 * These Steps equate to Steps 2-4-6-8-10 on the King County “Squared” Pay Schedule.				

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 15 **C.1 Steps** - An employee who is hired into a regular position and who has successfully  
 16 completed a State Apprenticeship program, or who can supply documentation of a minimum of five  
 17 thousand two hundred (5200) hours of journey level work performance, in the craft hired will start at  
 18 Step 3 and advance to Step 5 on successful completion of probation.

19 **C.2 Short-term Temporary Employees** - A temporary employee will be hired at Step 3. A  
 20 temporary employee who is hired as a regular employee contiguous with their temporary employment  
 21 will start at Step 3. The County will pay the full hourly contribution rate into the medical portion of  
 22 the Boilermakers’ Health and Welfare Trust on behalf of the employee for each hour in pay status.

23 **C.3 Apprenticeship** - It is understood and agreed by and between the County and the Union  
 24 that to ensure an adequate supply of competent, skilled craftsmen are available at all times, an  
 25 Apprenticeship Program may be established by mutual consent of the County and the Union. The  
 26 County and the Union agree to re-open negotiations if, during the term of this Appendix, the parties

1 decide to establish an Apprenticeship Program. The Apprenticeship Program will not conflict with  
 2 Federal or Washington State Apprenticeship Laws, and will provide the following:

- 3 • The Seattle Boilermakers Labor/Management Joint Apprenticeship Training  
 4 Committee (JATC) will administer an apprenticeship program.
- 5 • The JATC will accept two (2) additional members from the County shops comprised  
 6 of one selected by the County and one selected by the Union. These two (2) members will function  
 7 as a subcommittee to the JATC.
- 8 • The sub-committee will work with the JATC and provide information regarding  
 9 County rules, regulations, and work progress guidelines. The subcommittee will also provide input  
 10 and advice regarding the needs of the County shop apprenticeship program and will make regular  
 11 reports to the JATC.
- 12 • Apprentices will be covered by all of the terms and conditions of this Appendix,  
 13 except wages, which will be paid as set forth below:

14 0000-1040 Hours	15 1041-2080 Hours	16 2081-4060 Hours
17 85% of Step 1	18 90% of Step 1	19 95% of Step 1

- 20 • Upon the successful completion of four thousand sixty (4060) hours of work in the  
 21 Apprenticeship Program, the apprentice will be eligible for openings in a journey-person position in  
 22 accordance with the County Personnel Guidelines.
- 23 • Upon attaining journey-person status, the employee will be subject to wage  
 24 provisions of this Appendix.

25 **C.4 Work Units** - Work units will be defined as those County divisions in which represented  
 26 employees are regularly assigned to work.

27 **C.5 Pension Trust** - The County agrees to re-open negotiations during the term of this  
 28 Appendix upon request by the Union, solely for the purpose of negotiating procedures and policies  
 for employees covered by this Appendix to participate in the Union Pension Trust. The County and

1 Union understand and agree that the Union will conduct a membership vote to determine whether the  
 2 bargaining unit will participate in the Pension Trust, and that if a majority of members vote in favor  
 3 of participation, all represented employees must participate. The parties further agree that  
 4 participation in the Pension Trust shall not result in an increase in the rate of pay for any employee  
 5 covered by this Appendix.

6 **C.6 Welding Certification Pay** - Pursuant to the CLA Article 44 and the following: A  
 7 regular employee who holds either AWS or WABO Certifications shall receive a premium of three  
 8 dollars (\$3.00) per hour. When the County requires an employee to hold a AWS or WABO  
 9 certification in exotic process welding (e.g. stainless steel, CUNI, etc.) the premium will increase to  
 10 three dollars and thirty-five cents (\$3.35) per hour. The premium will be paid in addition to the  
 11 employee’s regular, base hourly rate of pay for all compensated hours.

12 **C.7 Certification Examinations** – In accordance with the CLA Article 35, the County will,  
 13 when feasible, adjust the work schedule of eligible employees who do not work a day shift in order to  
 14 allow the employee to take examinations to acquire or maintain an AWS or WABO certification. If a  
 15 schedule adjustment is not feasible, the County will approve vacation leave or compensatory time off,  
 16 at the employee’s option, provided the employee submits a request with sufficient advanced notice.

17 **C.8 Assignment of Lead Duties** - When the Solid Waste Division has a need for creating a  
 18 lead position which moves a current bargaining unit employee to a different shift or schedule, it will  
 19 meet with the Union to confer on the decision and effects.

20 **C.9 Removal of Class B CDL Requirement** – The Solid Waste Division will no longer  
 21 require its Metal Fabricators to possess and maintain Class “B” Commercial Driver’s Licenses.

22 **C.10 Service Truck Premium** – The County may assign employees to work from a service  
 23 truck to perform “road work” (defined as: Work performed by employees who are required to travel  
 24 away from and without the support of a shop location to perform their job duties. This may include  
 25 activities such as service calls, on-site installations where no shop is located, remote inspections, or  
 26 other field-related responsibilities that necessitate travel during work hours.). Such employees shall

1 be paid a service truck premium of five (5) percent of the employee’s regular, base hourly rate of pay.  
2 The premium is to be paid in addition to the employee’s regular, base hourly rate of pay for all  
3 compensated hours while assigned to a service truck.

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**CBA: 350**

**Union Code: T2C**

**ADDENDUM D**

**International Brotherhood of Electrical Workers Local 46**

This ADDENDUM modifies the Agreement by adding to, modifying or supplanting specific provision(s) therein.

<b>Job Class Code</b>	<b>PeopleSoft Job Code</b>	<b>Classification Title</b>	<b>Pay Range</b>	<b>Steps</b>
8201100	821201	Electrician I	58	1-2 *
8201300	821302	Electrician I – Lead	61	1-2 *
8201200	821401	Electrician II	62	1-2 *
8200100	821101	Electrician Helper	40	1-2 *
7360200	701201	Security Systems Technician	58	1-2 *
* These Steps equate to Steps 6-10 on the King County “Squared” Pay Schedule.				

**D.1 Short-term Temporary Employees** - The County will pay the full hourly contribution rate into the medical portion of the Puget Sound Electrical Workers’ Healthcare Trust on behalf of the employee for each hour in pay status. Temporary employees will be hired at Step 2 of the Electrician I pay range.

**D.2 High Voltage** - An employee assigned to and working at the Airport Division will receive a premium of ten percent (10%) over their regular hourly rate of pay for working with high voltage (600 volts or more).

**D.2.1** An employee assigned to the Airport shall not be eligible for lead pay.

1                   **D.2.2** An employee assigned to the Airport shall receive four (4) hours of call-out pay  
2 when called out. (Modifies Section 6.6)

3                   **D.3** Pursuant to Article 44 of the CLA, the County agrees to pay for the actual cost of any  
4 license/certifications required for the position. The County also agrees to reimburse the employee for  
5 the actual cost of maintaining the license during the term of the Agreement. All Electricians and  
6 Security Systems Technicians will be required to take a minimum of twenty-four (24) hours of  
7 electrical CEUs every three years, including a National Electrical Code (NEC) update class. The  
8 Employer will pay for the cost of the CEU update classes and straight time wages and benefits to  
9 attend the classes.

10                  **D.4 Work Units** - Work units will be defined as those County divisions in which members  
11 are regularly assigned to work.

12                  **D.5 Tools** - The County will provide all tools and protective clothing required to perform the  
13 assigned work.

14                   **D.5.1 Personal Protective Equipment (PPE) and Protective Clothing** - The  
15 employer shall provide each employee with 5-FR rated shirts, 5-FR rated pants, 1-FR rated  
16 coat each year. Safety gloves and safety glasses shall also be provided (prescription safety glasses if  
17 needed). The PPE listed above is not all inclusive, and any additional PPE shall be provided by the  
18 employer. Clothing shall be replaced by the employer if damaged or no longer protective.

19                  **D.6 Job Postings** - The County agrees to notify the Union each time there is a vacant  
20 bargaining unit position the County intends to fill.

21                  **D.7 Union Stewards** - the Union shall have the right to appoint stewards for each division  
22 within the County where its members are employed. The steward shall see that the provisions of this  
23 agreement are observed, and shall be allowed a reasonable time to investigate grievances, attend  
24 grievance hearings and Labor/Management meetings during regularly scheduled shifts, without loss  
25 of compensation, except the County shall have no obligation for overtime compensation for steward  
26 activities.

1           **D.8 Apprenticeship Program** - If, during the term of this Agreement, the County and Union  
2 decide to create or participate in an Apprenticeship program, the parties agree to re-open  
3 negotiations, at the request of either party, to negotiate amendments or additions to this Appendix  
4 related to apprenticeships.

5           **D.9 Licensing Requirements** - The parties agree that effective as of October 4, 2010, all  
6 new hires into the positions of Electrician I, Electrician I Lead and Electrician II will be required to  
7 possess and maintain a valid Washington State Journey Electrician certificate (01) as a condition of  
8 employment. Security Systems Technicians will be required to possess and maintain a valid  
9 Washington State Journey Electrician (01) or (06) certificate. Grandfathered employees in the  
10 Facilities Management Division are not required to have a 01 electrician certificate as a condition of  
11 being in the position of Electrician I for the duration of their employment with the County.

12           **D.10 Loss of License** - If an employee in the classification of Electrician I, Electrician Lead  
13 or Electrician II loses their 01 certificate, the employee is required to immediately advise their  
14 supervisor. The career service Electrician I will have 60 calendar days in which to get the 01  
15 certificate renewed or is terminated from employment. If the career service employee in the  
16 classification of Electrician Lead or Electrician II loses their 01 certificate, the employee may, at  
17 management's discretion, be reassigned to perform work as an Electrician I until their certificate is  
18 renewed within 60 calendar days and will be terminated from employment if the employee fails to  
19 renew the 01 certificate within 60 calendar days.

20           **D.11 Compensatory Time** - Compensatory time must be used during the calendar year in  
21 which it is accrued unless this is not feasible due to work demands. The employee may then request,  
22 and the department director may approve, the carryover of a maximum of 40 hours of accrued  
23 compensatory time. Employees will be paid in the pay period that includes December 31 for all  
24 accrued compensatory time not carried over into the following year. Compensatory hours that have  
25 been carried over must be used within the first quarter of the new calendar year, or will be cashed out  
26 in the pay period that includes March 31.

1           **D.12 Ratification Bonus:** Effective upon the first payday of the first full pay period  
2 following the effective date of the ordinance, which is ten days following the King County  
3 executive’s approval signature, employees will be eligible to receive a one-time ratification incentive  
4 as follows in the amount of \$1500 less applicable taxes and payroll deductions, provided that this  
5 agreement is TA’d, ratified and executed by the end of business February 28, 2026. The County  
6 reserves the right to continue bargaining over a ratification incentive should the Union not reach  
7 successful ratification and execute a fully signed appendix agreement by or before March 1, 2026.

8           This ratification incentive will only be paid to employees per the terms of eligibility reflected  
9 in the Compensation Settlement for Implementation of Retroactive Increases MOA.

10           **D.13 GWI Retroactivity:** Retroactive payment of the GWI effective January 1, 2026 shall be  
11 made to employees covered by Addendum D. Retroactivity will be issued in the following manner:

12                   A. Retroactivity will be issued to all employees who are employed by the County in a  
13 bargaining unit signatory to this agreement on the first day of the first pay period following full and  
14 final ratification of the CLA,

15                   B. Employees who resign or are terminated prior to the first day of the first pay period  
16 following full and final ratification of the CLA shall not receive a retroactive payment.

17                   C. The County shall not make any post-hire adjustments to employees’ salary steps or  
18 make Contract Settlement GWI payments based on subsequent collective bargaining settlements or  
19 retroactive pay associated with other unions.

1 **CBA: 350**

**Union Code(s): T2M, T3M**

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4 **ADDENDUM E**

5 **International Union of Painters and Allied Trades District Council 5**

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7 This ADDENDUM modifies the Appendix by adding to, modifying or supplanting specific  
8 provision(s) therein.

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10 <b>Job Class Code</b>	<b>PeopleSoft Job Code</b>	<b>Classification Title</b>	<b>Pay Range</b>	<b>Steps</b>
11 8101100	812102	Painter I	47	1-2-3-4-5 *
12 8101300	812202	Painter I – Lead	50	1-2-3-4-5 *
13 8101200	812301	Painter II	51	1-2-3-4-5 *
14 8103100	813401	Sign Painter I	47	1-2-3-4-5 *
15 8103200	813501	Sign Painter II	51	1-2-3-4-5 *

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17 \* These Steps equate to Steps 2-4-6-8-10 on the King County “Squared” Pay Schedule.

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19 **E.1 Steps** - An employee who is hired into a regular position and who has successfully  
20 completed a State Apprenticeship program in the craft hired will start at Step 3 and advance to Step 5  
21 on successful completion of probation.

22 **E.2 Short-term Temporary Employees** - A temporary employee may be hired at Step 3 or  
23 higher at the County’s discretion. (Adds to Section 4.2) The County will pay the full hourly  
24 contribution rate into the Painters’ Health and Welfare Trust on behalf of the employee for each hour  
25 in pay status.

26 **E.2.1 Term-limited Temporary Employees** - A term limited employee will be hired

1 at Step 3 or higher at the County’s discretion. Term-limited temporary employees may advance to  
2 the next step after their one year review, at the County’s discretion.

3 **E.3 Work Units** - Work units will be defined as those County divisions in which represented  
4 employees are regularly assigned to work.

5 **E.4 Apprenticeship Program** – It is understood and agreed by and between the County and  
6 the Union that to ensure an adequate supply of competent, skilled craftsmen are available at all times  
7 if, during the term of this Appendix, the County and Union decide to create or participate in an  
8 Apprenticeship program, the parties agree to re-open negotiations, at the request of either party, to  
9 negotiate amendments or additions to this Addendum related to apprenticeships.

10 **E.5 Scheduled Overtime Work** – The County shall have the right to schedule and assign  
11 overtime work. Overtime work will be divided and rotated as equally as possible amongst those  
12 employees that desire overtime work. Employees will indicate their availability for overtime work by  
13 placing their names on the overtime roster which will be posted in the workplace at all times. The  
14 posting of the overtime roster and rotation of the overtime will be the responsibility of the bargaining  
15 unit.

16 **E.6 Certification and ongoing training** – Employees required to maintain a certificate or  
17 ongoing training or attend classes or conferences shall be fully compensated their regular wages for  
18 all time, including travel time and expenses needed to attend class. All shall be relevant to the range  
19 of the employee’s assignment at the County and must be approved in advance.

20 **E.7 Tool** – No employee will be required to furnish tools for work. The County will provide  
21 the tools necessary to perform the assigned work.

22 **E.8 Painter Lead Assignment** - Where a Painter II is unable to conduct all assigned activities  
23 related to their supervisory responsibilities, a Painter I-Lead may be assigned, utilizing the existing  
24 lead assignment process with input from the Painter II, to conduct duties related to identifying  
25 the scope of work, estimating, daily assignment of work to individuals, coordination of work with  
26 other crafts, establishing procedures, implementing training programs, and other supervisory duties as

1 assigned.

2 Per section 4.7 of Appendix 350, any Painter I so assigned will receive the Lead Assignment  
3 premium of 7.5% above their base hourly rate of pay.

4 Painter I-Lead assignments made in accordance with this section will be for up to one year.

5 Painter I-Lead assignments and pay are considered temporary and do not represent a  
6 promotion.

7 **E.9 Dry Wall Finishing Premium:** employees assigned to do drywall finishing work, receive  
8 an additional three dollars (\$3.00) per hour for each straight-time or overtime hour worked while  
9 performing drywall finishing duties provided work is four (4) hours or more in a forty (40) hour  
10 workweek. Drywall finishing work includes but is not limited to:

- 11 • Handling of all materials after the initial unloading at the job site, including the distribution  
12 to the points of application.
- 13 • Erecting, moving and dismantling of all scaffolding.
- 14 • All preparatory work of taping, sealing, finishing and sanding of joints between plasterboard  
15 or other wallboard.
- 16 • Spotting, caulking, pointing and sealing of cracks and holes in walls and ceilings.
- 17 • Applying protective coverings prior to the application of the finish materials.
- 18 • Spackling of surfaces and application of texture finishes where adhesive materials are used.
- 19 • Applying all primers, sealers, decorative or protective finish materials, regardless of the  
20 method of application.
- 21 • Installing metal molding at corners instead of sealant and tape.
- 22 • Removing all drywall material scraps and all cleaning work, including scraping of floors

23 **E.10 Ratification Bonus:** Effective upon the first payday of the first full pay period following  
24 the effective date of the ordinance, which is ten days following the King County executive's approval  
25 signature, employees will be eligible to receive a one-time ratification incentive as follows:

26 A. \$1500 for those units that have a ratified, signed agreement by January 31, 2026.

1                    **B.** \$1000 for those units that have a ratified, signed agreement by February 28, 2026.

2                    **C.** \$500 for those units that have a ratified, signed agreement by March 31, 2026.

3 This ratification incentive will only be paid to employees per the terms of eligibility reflected in the  
4 Compensation Settlement for Implementation of Retroactive Increases MOA. Additionally,  
5 ratification bonus eligibility expires April 1, 2026 for those JCC groups that do have a ratified and  
6 signed agreement by March 31, 2026.

7                    **E.11 GWI Retroactivity:** Retroactive payment of the GWI effective January 1, 2026 shall be  
8 made to employees covered by Addendum E. Retroactivity will be issued in the following manner:

9                    **C.** The County shall not make any post-hire adjustments to employees’ salary steps or make Contract  
10 Settlement GWI payments based on subsequent collective bargaining settlements or retroactive pay  
11 associated with other unions.

12                    **A.** Retroactivity will be issued to all employees who are employed by the County in a  
13 bargaining unit signatory to this agreement on the first day of the first pay period following full and  
14 final ratification of the CLA,

15                    **B.** Employees who resign or are terminated prior to the first day of the first pay period  
16 following full and final ratification of the CLA shall not receive a retroactive payment.

17                    **C.** The County shall not make any post-hire adjustments to employees’ salary steps or make  
18 Contract Settlement GWI payments based on subsequent collective bargaining settlements or  
19 retroactive pay associated with other unions.

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**CBA: 350**

**Union Code(s): T2B, T3B**

**ADDENDUM F**

**United Association of Plumbers and Pipefitters Local 32**

This ADDENDUM modifies the Agreement by adding to, modifying or supplanting specific provision(s) therein.

<b>Job Class Code</b>	<b>PeopleSoft Job Code</b>	<b>Classification Title</b>	<b>Pay Range</b>	<b>Steps</b>
9202100	923101	Irrigation Specialist/Plumbing and Mechanical I	54	1-2*
8500000	850002	Plumber Helper	39	1-2-3-4-5**
8500100	851102	Plumbing and Mechanical I	54	1-2*
8500300	851301	Plumbing and Mechanical I (Lead)	57	1-2*
8500200	851201	Plumbing and Mechanical II	58	1-2*
5319100	534101	Plumbing Inspector	58	1-2*
5319200	534201	Plumbing Inspector - Senior	62	1-2*
* These Steps equate to Steps 6-10 on the King County “Squared” Pay Schedule.				
** These Steps equate to Steps 2-4-6-8-10 on the King County “Squared” Pay Schedule.				

**F.1 Short-term Temporary Employees** - The County will pay the full hourly contribution rate into the Plumbers’ Health and Welfare Trust on behalf of the employee for each hour in pay status; except for part-time Plumbing Inspectors. In lieu of participation into the Health and Welfare Trust, part-time Plumbing Inspectors will be placed at Step 2 of the pay range once the employee is paid the equivalent of six (6) months of employment.

**F.2 Tools and Protective Clothing** - The County will provide all tools and protective clothing required to perform the assigned work.

1           **F.3 Parking** - Upon presentation of a receipt, the County agrees to reimburse for parking  
2 costs that result from overtime work or a callout.

3           **F.4 Work Units** - Work units will be defined as those County divisions in which represented  
4 employees are regularly assigned to work.

5           **F.5 Backflow Certification** – When the County requires an employee to have a backflow  
6 certification, the employee shall be provided paid release time during their regularly scheduled work  
7 if necessary to complete the course and receive certification and to also reimburse the employee for  
8 the costs of training and actual certification, upon completion.

9           **F.6 Safety Footwear** - The county will allow all FMD Maintenance Plumbers to utilize the  
10 Safety Footwear Allowance for work boots that comply with ASTM standard.

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**CBA: 350**

**Union Code(s): T2P**

**ADDENDUM G**

**International Union of Operating Engineers Local 302**

This ADDENDUM modifies the Appendix by adding to, modifying or supplanting specific provision(s) therein.

<b>Job Class Code</b>	<b>PeopleSoft Job Code</b>	<b>Classification Title</b>	<b>Pay Range</b>	<b>Steps</b>
8502100	853102	Operating Engineer I	47	1-2-3-4-5 *
8502200	853303	Operating Engineer II	55	1-2-3-4-5 *
8502400	853602	Operating Engineer II - Lead	58	1-2-3-4-5 *
8502300	853401	Operating Engineer III	59	1-2-3-4-5 *
* These Steps equate to Steps 2-4-6-8-10 on the King County “Squared” Pay Schedule.				

**Operating Engineer I, II, II Lead, and III:** The parties understand and agree that employees in the Operating Engineer classification series must possess all the qualifications (presently required), including required licenses for journey level assignments as required by the division. Employees hired on or after the effective date of this Appendix who do not possess minimum qualifications for journey-level work will be appointed to the Operating Engineer I classification, and will be expected to obtain all journey level qualifications as determined by the Division within twelve (12) months, as a condition of continued employment. The employee will be appointed to the Operating Engineer II classification effective the first day of the pay period following the date the employee attains all journey level qualifications for their position.

**G.1 Steps** - An employee who is hired into a regular position and who has successfully completed a State Apprenticeship program, or who can supply documentation of a minimum of five

1 thousand two hundred (5200) hours of journey level work performance in the craft hired will start at  
2 Step 3 and advance to Step 5 on successful completion of probation. (Modifies Section 4.2)

3 **G.2 Filling Of Vacant and New Schedules and/or Shifts** - In the event a position becomes  
4 vacant, for which the County intends to fill, or there is a change to a regular shift and/or schedule,  
5 notice of the vacancy or changed regular schedule and/or shift will be posted. The notice will have  
6 the date and hour of its posting and it will remain posted for seventy-two (72) consecutive hours.  
7 Career service employees who desire to bid for the vacant position, schedule and/or shift will indicate  
8 so by signing the posted notice. The employee with the greatest bargaining unit seniority will be  
9 assigned; provided however, the employee is qualified to handle the work. (Supplants Section 5.3)

10 **G.3 Overtime Work** - The County shall have the right to schedule and assign overtime  
11 work. Overtime work will be divided and rotated as equally as possible amongst those employees  
12 who desire overtime work. Employees will indicate their availability for overtime work by placing  
13 their names on the overtime roster which will be posted in the workplace at all times. The posting of  
14 the overtime roster will be the responsibility of the Operating Engineer III. (Supplants Section 6.2)

15 **G.4 Vacation Preference** - Vacation preference requests for a period beginning January 1st  
16 through the following January 1st must be received by Management not later than December 1st of  
17 the preceding twelve (12) month period during which the vacation is being requested. Upon receipt  
18 of the request, a vacation schedule will be developed and posted on or before January 1st. Vacation  
19 preference requests will be granted on the basis of bargaining unit seniority provided that essential  
20 operations are properly staffed at all times. All vacation requests made after December 1st will be  
21 granted only with the mutual agreement of Management and the employee. (Supplants Section 8.4)

22 **G.5** The County will provide five (5) uniforms to employees and replace them as needed. If  
23 requested by the Union, the parties agree to convene a Labor-Management Committee meeting as  
24 soon as feasible after ratification of the Agreement, for the purpose of discussing an annual uniform  
25 allowance.

26 **G.6 Work Units** - Work units will be defined as those County divisions in which bargaining

1 unit employees are regularly assigned to work.

2 **G.7 Boiler Supervisor** – Employees are encouraged to pursue obtaining a City of Seattle  
3 Boiler Supervisor Certificate. Employees who have obtained the certificate and avail themselves as a  
4 Boiler Supervisor will receive fifty dollars (\$50.00) per month, less applicable taxes. The County can  
5 cease paying the stipend in the event the employee is no longer desirous of performing the Boiler  
6 Supervisor duties by either voluntarily withdrawing as a Boiler Supervisor or non-performance.

7 **G.7.1** Employees with a Boiler Supervisor Certificate will be paid two (2) hours of  
8 overtime pay if called-out for a Boiler Supervisor response. (Supplants Section 6.6) Call, call-outs  
9 and standby for eligible employees with a Boiler Supervisor Certificate will be equalized to the extent  
10 possible.

11 **G.7.2** In the event an eligible employee with a Boiler Supervisor Certificate fails to  
12 respond to Boiler Supervisor call and/or call-out, the County will then refer the call and/or call-out to  
13 an outside contractor for response. (Modifies CLA Article 16)

14 **G.7.3** Eligible employees are defined as Operating Engineers assigned to the Seattle  
15 Downtown area and other Operating Engineers who have been approved by FMD.

16 **G.8 Vehicle Backup Cameras** - The County agrees to provide vehicle backup cameras for  
17 all County vehicles utilized by bargaining unit employees to help prevent accidents and to ensure  
18 safety.

19 **G.9 Safety Footwear** - The County will require all bargaining unit members to wear safety  
20 footwear at all times during the course of their duties. Footwear meeting ASTM standards will  
21 qualify for the footwear allowance referenced in Section 11.12 of this Appendix.

22 **G.10 Straight 8 Schedules** - Employees with paid meal periods are subject to being called  
23 back to work at any time during a paid break or meal period. To this end, employees with paid meal  
24 periods are not allowed to leave the worksite to which the employee is assigned, during their paid  
25 breaks or meal periods. The County will schedule break periods to assure adequate coverage,  
26 consistent with department rules. This will include a 30 minute meal period, as well as two fifteen

1 minute breaks (or intermittent rest periods) during an eight hour shift. Due to the nature of the work,  
2 it may not be possible to schedule and/or take such meal periods and break periods during the time  
3 specified in WAC 296-126-092 (between two and five hours after the beginning of their work shift).  
4 Such meal periods and break periods will be scheduled and taken as work demands allow. To the  
5 degree that this provision conflicts with WAC 296-126-092, it shall be interpreted as an express  
6 waiver of the Washington Administrative Code with respect to the time breaks or meal periods are  
7 taken.

8 **G.11 Licensure Premium:** Operating Engineers required to hold a Grade #3 Steam Engineer  
9 (or higher) and Refrigeration Operating Engineer (or higher) license shall receive a 2.5% premium on  
10 all hours worked.

11 **G.12 Ratification Bonus:** Effective upon the first payday of the first full pay period  
12 following the effective date of the ordinance, which is ten days following the King County  
13 executive’s approval signature, employees will be eligible to receive a one-time ratification incentive  
14 as follows:

15 A. \$1500 for those units that have a ratified December 31, 2025. This ratification  
16 incentive will only be paid to employees per the terms of eligibility reflected in the Compensation  
17 Settlement for Implementation of Retroactive Increases MOA.

18 **G.13 GWI Retroactivity:** Retroactive payment of the GWI effective January 1, 2026 shall be  
19 made to employees covered by Addendum G. Retroactivity will be issued in the following manner:

20 A. Retroactivity will be issued to all employees who are employed by the County in a  
21 bargaining unit signatory to this agreement on the first day of the first pay period following full and  
22 final ratification of the CLA,

23 B. Employees who resign or are terminated prior to the first day of the first pay period  
24 following full and final ratification of the CLA shall not receive a retroactive payment.

25 C. The County shall not make any post-hire adjustments to employees’ salary steps or  
26

1 make Contract Settlement GWI payments based on subsequent collective bargaining settlements or  
2 retroactive pay associated with other unions.

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**CBA: 350**

**Union Code(s): T2S**

**ADDENDUM H**

**Laborers’ International Union of North America Local 242**

This ADDENDUM modifies the Appendix by adding to, modifying or supplanting specific provision(s) therein.

Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range	Steps
9440100	942103	Utility Worker I	35	1-2-3-4-5 *
* These Steps equate to Steps 2-4-6-8-10 on the King County “Squared” Pay Schedule.				

**H.1 Retirement** - All employees hired prior to January 1, 1990, will continue to be covered by the applicable retirement system in which they are enrolled as of December 31, 1989; i.e., Seattle City Employees Retirement System, PERS I or PERS II. Contributions to the applicable retirement system will be made in accordance with the respective applicable City of Seattle Ordinance(s), County Ordinance(s), or State Law.

**H.2 Seniority** - Utility Worker I’s in positions represented by Local 242 will have their continuous service in the classification of Utility Laborer included for purposes of determining classification seniority.