King County

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2003-482

October 16, 2003

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

Dear Councilmember Sullivan:

The enclosed ordinance, if approved, will ratify the Department of Judicial Administration Courtroom Clerks/Service Employees International Union, Local 925 Collective Bargaining Agreement and Memorandum of Understanding for the period of April 1, 2002 through March 31, 2005. This agreement covers 68 employees in the Department of Judicial Administration.

This bargaining unit covers the Court Clerk I and Court Clerk II positions in the Department of Judicial Administration. These employees serve as courtroom clerks in the Superior Courts located in the King County Courthouse, the Regional Justice Center, and the Juvenile Court System. As valued and trusted members of the Judicial system, the courtroom clerks administer oaths to jury panels, document proceedings and are responsible for all trial exhibits. These employees' dedication and service to the judges and courtroom staff aide in the efficient and proper completion of trials.

Most of the collective bargaining process involved discussions about vacation scheduling, sick leave and attendance. By way of this collective bargaining agreement, the parties have agreed to a pilot program that will address both management's and the union's interests with respect to these issues. The program provides innovative solutions that will expand employee access to vacation while increasing employee productivity and accountability. The program provides a higher degree of employee accountability through a check in and check out procedure.

In addition to providing employees benefits through the King County Family Medical Leave Act, this contract incorporates the language of RCW 49.12.270, which is a new state law that expands employee access to sick leave for the care of family members.

Employees shall be placed on the King County Squared Salary Table through the wage language of the contract. There are currently 48 Court Clerk I's, who will be placed on salary range H-39 and 20 Court Clerk II's who will be placed on salary range H-41. Their placement on the new
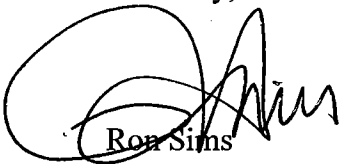
salary table will be at the closest step to their existing salaries, with no employees experiencing a loss of pay from this transition.

The prior collective bargaining agreement between the parties expired on March 31, 2002. Therefore, employees have already received appropriate wages for the entire year of 2002. The parties have agreed that employees' wages will increase in the years 2003, 2004 and 2005 to provide a cost-of-living increase according to the standard County settlement agreed to with other labor organizations. Those increases are based on 90% of the increase in the All Cities CPI-W Index, September to September; provided, however, that the amount produced by application of the foregoing shall not be less than 2% nor greater than 6%.

The settlement reached is a product of good-faith collective bargaining between King County and the union. The agreement compares favorably with other settlements and is within our capacity to finance. This agreement has been reviewed by the Office of the Prosecuting Attorney, Civil Division.

If you have questions, please contact Richard Hayes, Acting Labor Relations Manager, at (206) 296-8554 at your convenience.

Sincerely,

Ron Sims
King County Executive

Enclosures

cc: King County Councilmembers
            ATTN: David deCourcy, Chief of Staff
                        Shelley Sutton, Policy Staff Director
                        Mike Alvine, Lead Staff, LOT Committee
                        Anne Noris, Clerk of the Council
            Steve Call, Director, Office of Management and Budget
            Paul Tanaka, County Administrative Officer, Department of Executive Services (DES)
            Anita Whitfield, Human Resources Division Manager, DES
            Richard Hayes, Acting Labor Relations Manager, DES