King County

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

Dear Councilmember Zahilay:

I am pleased to transmit to you a proposed Ordinance approving the second successor agreement to the 2021-2025 Coalition Labor Agreement. If enacted, this proposed Ordinance would further standardize practices and procedures and apply equitable collective bargaining agreement (CBA) provisions to employees from three additional bargaining units in the King County Coalition of Unions. This agreement, negotiated with the Coalition of Unions (Coalition), covers the period of January 1, 2026, through December 31, 2028. These three labor agreements are signatory to the Coalition Labor Agreement (CLA) that was approved by Ordinance 19989.

The result of this collaboration between King County (County) and the Coalition achieves efficiencies, advances equity, and acknowledges the dignity and worth of County employees and the important role of unions. This second transmitted CLA impacts approximately 500 County employees in three labor organizations in individual bargaining units. Ratification of this agreement will enable the County to achieve efficiencies and cost savings and advance the County's priorities and goals, aligned with the Executive's True North Values. It provides a sustainable and fair economic package and reflects responsible stewardship of public funds. The proposed agreement fulfills these objectives through:

1. **Investing in Workforce Elements that Align with the Executive's True North Values:** This CLA package contains a new superseding Bilingual Pay Premium and Program. The new provision increases equity, consistency, and financial stewardship with standardized bilingual pay, including position designation, eligibility standards, and compensation amounts across departments. Language proficiency standards will ensure designated bilingual employees can accurately engage in-depth conversations

with comprehension, resulting in improved customer service to limited English speaking people seeking to access County services and information. Further, the previously approved CLA increased its fund contribution to the Professional Development fund that may be accessed by eligible employees. The current fund, which receives $150,000 annually, will be increased to $250,000 annually.

2. **Continued Standardization and Modernization of CLA terms:** The CLA package includes improved alignment to countywide policies and Code provisions, including in County-owned downtown parking facilities. Paid parking rates for employees will now be consistent with County Code. Paid parental leave provisions, volunteer service days, and telecommuting policy rules that maintain management rights are now updated to align with established County Code and County policies.

3. **Providing an Equitable and Sustainable Economic Package:** Some of the components of this CLA economic package include general wage increases of 3.75 percent in 2026, 3.75 percent in 2027, and a cost-of-living adjustment with a 3 percent floor and a 4 percent ceiling in 2028, after applying a 95 percent Consumer Price Index formula. Additionally, this package provides all employees signatory to this agreement with a $1,500 ratification bonus and accelerates accrual of vacation days for new hires (0-49 months).

This agreement fulfills the County's commitment to work collaboratively with the County workforce to identify and implement cost reductions and productivity gains by standardizing practices and CBA provisions, which will result in more efficient use of County resources. It also facilitates the County's efforts to recruit, retain, and develop employees who will provide high quality services to the public.

This agreement is a product of good faith collective bargaining between the County and those unions that are signatories to the attached agreement. The County has the capacity to finance this agreement, and the agreement has been reviewed by the Prosecuting Attorney's Office.

Each bargaining unit's unique CBA terms are provided as an appendix to the CLA, with three appendices listed in the table of contents by the description of the bargaining unit's appendix and their commonly identified contract binder code.

In addition to the CLA provisions that apply to each bargaining unit, some appendices also include changes negotiated through that specific bargaining, which is commonly referred to as "small table" bargaining. These "small table" changes are summarized in the accompanying staff report.

A complete breakdown of the costs associated with this agreement can be found in the accompanying fiscal note, which has been reviewed by the Office of Performance, Strategy and Budget. Our employees are our most valuable asset and our collaboration with our union partners benefits our employees and the citizens of King County. Thank you for your continued support for our employees through your approval of this important proposed legislation.

If your staff have questions, please contact Angela Marshall, Interim Director, Office of Labor Relations, at 206-263-0809.

Sincerely,

Shannon Braddock

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King County Executive

Enclosure

cc: King County Councilmembers
ATTN: Stephanie Cirkovich, Chief of Staff, King County Council
Melani Hay, Clerk of the Council
Dwight Dively, Chief Operating Officer, Director, Office of Performance, Strategy and Budget
Stephanie Pure, Council Relations Director, Office of the Executive
Dwight Dively, Director, Office of Performance, Strategy and Budget
Angela Marshall, Interim Director, Office of Labor Relations