

Master Labor Agreement (MLA) - Appendix 35
Agreement Between King County
And
Public Safety Employees Union
Department of Adult & Juvenile Detention Management
[330]

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AGREEMENT BETWEEN
PUBLIC SAFETY EMPLOYEES UNION
DEPARTMENT OF ADULT AND JUVENILE DETENTION
AND
KING COUNTY

ARTICLE 1: POLICY AND PURPOSE

Section 1. Policy. These articles constitute an Agreement, terms of which have been negotiated in good faith between the Public Safety Employees Union DAJD Management Bargaining Unit, hereinafter referred to as the Union, and King County and its Department of Adult and Juvenile Detention, hereinafter referred to as the Employer. This Agreement shall be subject to approval by ordinance of the County Council of King County, Washington.

Section 2. Purpose. The intent and purpose of this Agreement is to promote the continued improvement of the relationship between the Employer and its employees by providing a uniform basis for implementing the right of public employees to join organizations of their own choosing; to be represented by such organizations in matters concerning their employment relations with King County; and to set forth the wages, hours, and other working conditions of such employees in appropriate bargaining units, provided the County has authority to act on such matters, and further provided the matter has not been delegated to any civil service commission or personnel board similar in scope, structure, and authority as defined in RCW 41.56.

Section 3. Nondiscrimination. Whenever words denoting gender are used in this Agreement, they are intended to apply equally to either gender. The Employer and the Union agree that they will not discriminate against any employee by reason of race, color, age, sex, marital status, sexual orientation, political ideology, creed, religion, ancestry, national origin, or the presence of any sensory, mental, or physical disability. The provisions of this Article 1, Section 3 shall not be subject to the grievance procedure outlined in Article 13.

ARTICLE 2: UNION RECOGNITION AND MEMBERSHIP

Section 1. Exclusive Recognition. The King County Council recognizes the signatory

1 organization as representing those employees in the Department of Adult and Juvenile Detention
2 whose job classifications are listed in the attached Addendum "A" and made a part hereof by this
3 reference. Provisional employees are not covered by the terms of this Agreement.

4 **Section 2. Unit Membership.** It shall be a condition of employment that all regular
5 employees who are members of the Union on the effective date of this Agreement, shall remain
6 members in good standing, or pay an agency fee to the Union for their representation to the extent
7 permitted by law. Timely payment of dues and initiation fees shall constitute being a member in
8 good standing.

9 It shall also be a condition of employment that regular employees covered by this Agreement
10 and hired on or after its effective date shall, on the thirtieth day following such employment, become
11 and remain members in good standing in the Union, or pay an agency fee to the Union for their
12 representation to the extent permitted by law.

13 Provided, that employees with a bona fide religious objection to union membership and/or
14 association based on the bona fide tenets or teachings of a church or religious body of which said
15 employees are a member may assert the right of non-association in accordance with Chapter 391-95
16 et seq. of the Washington Administrative Code. Such employees may make alternative payments to a
17 mutually agreed upon non-religious charity.

18 **Section 3. Dues Deduction.** Upon receipt of written authorization individually signed by a
19 bargaining unit employee, the County shall have deducted from the pay of such employee, the
20 amount of dues as certified by the secretary of the Union and shall transmit the same to the treasurer
21 of the Union.

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

26 **Section 4. Employment Lists.** The County will transmit to the Union a current listing of all
27 employees in the bargaining unit within thirty (30) days of request for same but not to exceed twice
28 per calendar year. Such list shall include the name of the employee, classification, department, and

1 salary.

2 **ARTICLE 3: MANAGEMENT RIGHTS**

3 It is recognized that the Employer retains the right to manage the affairs of the County and to
4 direct the work force. Except by the express terms of this Agreement, such functions of the
5 Employer include, but are not limited to:

6 a) determine the mission, budget, organization, number of employees, and internal security
7 practices of the Department;

8 b) recruit, examine, evaluate, promote, train, transfer employees of its choosing, and
9 determine the time and methods of such action;

10 c) discipline, suspend, demote, or dismiss employees for just cause except that when a
11 transfer is used as a disciplinary sanction, it shall be subject to the grievance procedure and just cause
12 provisions of Article 13;

13 d) assign and direct the work force;

14 e) develop and modify class specifications and allocate positions to those classifications;

15 f) determine the method, materials, and tools to accomplish the work;

16 g) designate duty stations and work sites, and assign employees to those duty stations and
17 work sites;

18 h) reduce the work force;

19 i) establish reasonable work rules;

20 j) assign the hours of work and assign employees to shifts and days off and;

21 k) take whatever actions may be necessary to carry out the Department's mission in case of
22 emergency.

23 In prescribing policies and procedures relating to personnel and practices, and to the
24 conditions of employment, the Employer will comply with state law to negotiate or meet and confer,
25 as appropriate.

26 All of the functions, rights, powers, and authority of the Employer not specifically abridged,
27 deleted, or modified by this Agreement are recognized by the Union as being retained by the
28 Employer.

1 **ARTICLE 4: UNION REPRESENTATION**

2 **Section 1.** Union Leave - Pursuant to Master Labor Agreement, Article 22.

3 **Section 2.** Negotiations/Business Leave Bank. No more than one (1) employee who is
4 elected/appointed to serve on the Union negotiating committee will be allowed to negotiate future
5 contracts on County time.

6 **Section 3.** Union Representatives. The Department shall afford Union representatives a
7 reasonable amount of time while on-duty to consult with appropriate management officials and/or
8 aggrieved employees, provided that the Union representatives and/or aggrieved employees contact
9 their immediate supervisors, indicate the general nature of the business to be conducted, and request
10 necessary time without undue interference with assignment duties. The Department shall have the
11 option of requiring time spent on such activities to be recorded by the Union representatives on a time
12 sheet provided by the supervisor. Union representatives shall guard against use of excessive time in
13 handling such responsibilities.

14 **ARTICLE 5: HOLIDAYS, ELIGIBILITY**

15 Pursuant to Master Labor Agreement, Article 10, and the following:

16 **Section 1.** Holiday Pay. All employees shall take holidays on the day of observance (as
17 identified above) unless their work schedule requires otherwise for continuity of services, in which
18 event, the employee shall be eligible for either an additional eight (8) hours of pay at the straight-time
19 regular rate or eight (8) hours of leave to be added to their accrued vacation, at the employee's
20 option.

21 Employees will have two weeks from the date of the holiday to indicate their preference for
22 pay or leave accrual. In the event the employee does not indicate a preference, the time shall be
23 credited as eight (8) hours of leave added to their accrued vacation. All leave accrued under this
24 section will be administered through the vacation plan (including maximum accruals provided in
25 Article 6, Section 1.2).

26 Overtime eligible employees who work a shift which begins on a holiday, shall be paid for
27 that shift at one and one-half (1-1/2) times their regular rate of pay in addition to regular holiday pay
28 as outlined above.

1 **ARTICLE 6: VACATION**

2 **Section 1.** Accrual Rates. Regular, full-time employees working forty (40) hours per week,
3 shall receive vacation benefits as indicated in the following table:

4

| 5 Full Years of Service | 6 Annual Leave in Days |
|--------------------------------------|-----------------------------------|
| 7 Upon hire through end of Year 5 | 12 |
| 8 Upon beginning Year 6 | 15 |
| 9 Upon beginning Year 9 | 16 |
| 10 Upon beginning Year 11 | 20 |
| 11 Upon beginning Year 17 | 21 |
| 12 Upon beginning Year 18 | 22 |
| 13 Upon beginning Year 19 | 23 |
| 14 Upon beginning Year 20 | 24 |
| 15 Upon beginning Year 21 | 25 |
| 16 Upon beginning Year 22 | 26 |
| 17 Upon beginning Year 23 | 27 |
| 18 Upon beginning Year 24 | 28 |
| 19 Upon beginning year 25 | 29 |
| 20 Upon beginning year 26 and beyond | 30 |

21

22 **Section 1.1.** Part-time employees shall accrue vacation leave in accordance with the vacation
23 leave schedule above, provided, however, such accrual rates shall be prorated to reflect their normally
24 scheduled work week;

25 **Section 1.2.** Vacation Leave Cap - Pursuant to Master Labor Agreement, Article 9.

26 **Section 2.** An employee shall not be granted vacation benefits if not previously accrued.
27 Employees eligible for vacation leave shall accrue vacation from their date of hire. Employees shall
28 not be eligible to take or be paid for vacation leave until they have successfully completed their first

1 six months of county service, and if they leave county employment prior to successfully completing
2 their first six months of county service, shall forfeit and not be paid for accrued vacation leave. This
3 Section does not apply to employees who use accrued vacation for a qualifying event under the
4 Washington Family Care Act.

5 **Section 3.** County Employment While on Vacation. No person shall be permitted to work
6 for compensation for the County in any capacity during the time when vacation benefits are being
7 drawn.

8 **Section 4.** Incremental Usage. Vacation may be used by overtime eligible employees in one
9 half hour increments at the discretion of the department director or his appointed designee. Vacation
10 shall be used by FLSA (Fair Labor Standards Act) exempt employees in full day increments at the
11 discretion of the department director or his appointed designee.

12 **Section 5.** Upon Termination. Upon termination for any reason, the employee will be paid
13 for unused vacation credits.

14 **Section 6.** Upon Death. In cases of separation by death, payment of unused vacation benefits
15 shall be made to the employee's estate, or in applicable cases, as provided by RCW 49.48, Title II.

16 **Section 7.** Vacation Leave Transfers. Employees shall be allowed to transfer vacation leave
17 in accordance with the provisions set forth in the King County Code.

18 **Section 8.** Vacation Preference. When two bargaining unit members, in the same or different
19 classifications, have requested vacation during the same period; and operational needs require that
20 only one bargaining unit member can be off at one time, the bargaining unit member with the most
21 bargaining unit seniority will be given preference: provided; the vacation request by the senior
22 bargaining unit member has been submitted at least six (6) months prior to the requested vacation
23 dates. If the request has been submitted less than six (6) months in advance it will be approved on a
24 first come, first served basis.

25 **ARTICLE 7: SICK LEAVE**

26 **Section 1.** Accrual Rate. Every employee in a regular full-time or regular part-time position
27 shall accrue sick leave benefits at an hourly rate of .04616 hours for each hour in pay status exclusive
28 of overtime up to a maximum of eight hours per month. The employee is not entitled to sick leave if

1 not previously earned.

2 **Section 2.** Eligible Absences. Sick leave shall be paid on account of the employee's illness
3 as follows:

4 a) Employee illness;

5 b) Noncompensable injury of an employee (e.g., those injuries generally not eligible
6 for worker's compensation payments);

7 c) Employee exposure to contagious diseases and resulting quarantine;

8 d) Employee disability due to pregnancy or childbirth;

9 e) Employee medical, dental, or optical appointments.

10 f) As otherwise provided for by federal and state law, including the Washington
11 Family Care Act.

12 **Section 3.** Vacation Sick Leave. After six months of full-time service, a regular employee
13 may, at management's discretion, be permitted to use up to 5 days per calendar year as an essential
14 extension of used sick leave. If an employee does not work a full twelve (12) months, any vacation
15 credit used for sick leave must be reimbursed to the County upon termination. This Section does not
16 apply to employees using accrued vacation leave for a qualifying event under the Washington Family
17 Care Act.

18 **Section 4.** Incremental Usage. Sick leave may be used by overtime eligible employees in
19 one-half (1/2) hour increments at the discretion of management. Vacation shall be used by FLSA
20 (Fair Labor Standards Act) exempt employees in full day increments at the discretion of the
21 department director or his appointed designee.

22 **Section 5.** Maximum Accrual. There shall be no limit to the hours of sick leave accrued by
23 an employee.

24 **Section 6.** Upon Separation. Separation from King County employment, except by
25 retirement or reason of temporary lay-off due to lack of work or funds, shall cancel all sick leave
26 currently accrued to the employee. Should the employee resign in good standing and return to the
27 County within two years, accrued sick leave shall be restored.

28 **Section 7.** Cash Out. King County will reimburse those employees who have at least five (5)

1 years service and retire as a result of length of service or who terminate by death, thirty-five percent
2 (35%) of their unused, accumulated sick leave. All payments shall be made in cash, less any
3 mandatory withholdings, based on the employee's base rate. This cash out is subject to the adoption
4 of a Voluntary Employee Beneficiary Association (VEBA) by members of this bargaining unit.

5 **Section 8.** Worker's Compensation. Employees injured on the job cannot simultaneously
6 collect sick leave and worker's compensation payments greater than the regular pay of the employee.

7 **Section 9.** Employees shall be entitled to family medical leave, as provided by the federal
8 Family Medical Leave Act, the King County Family Medical Leave ordinance and any Washington
9 state laws that provide for family medical leave. These laws and ordinances shall control in the event
10 of a conflict with this Agreement.

11 **Section 10.** Sick Leave Incentive. In January of each calendar year, employee sick leave
12 usage will be reviewed. Regular full-time employees who have used two (2) days or less of sick
13 leave during the preceding calendar year shall be rewarded by having two (2) additional days credited
14 to their vacation account. Regular, full-time employees who have used more than two (2) but less
15 than four (4) days of sick leave during the proceeding year shall be rewarded by having one (1)
16 additional day credited to their vacation account. For purposes of this article, "days" shall consist of
17 8 hours each.

18 **ARTICLE 8: WAGE RATES**

19 **Section 1.** Rates of Pay: Wage rates for 2018 shall be pursuant to the Total Compensation
20 Coalition and Master Labor Agreements, as listed in Addendum A. Wage rates for regular part-time
21 employees shall be prorated based upon the ratio of hours actually worked to the standard 40-hour
22 workweek.

23 **Section 2.** 2019 and 2020 General Wage Increases: General wage increases for 2019 and
24 2020 are yet to be negotiated during Total Compensation Coalition bargaining.

25 **Section 3.** Working Out of Class: Pursuant to Master Labor Agreement, Article 37.

26 **Section 4.** Training: Pursuant to Master Labor Agreement, Article 36.

1 **ARTICLE 9: OVERTIME AND CALLBACK**

2 **Section 1. Overtime.**

3 a. The regular schedule of work shall be forty (40) hours in a week or eight (8) hours
4 in a work day, unless the employee is on an alternative work schedule, which has a longer daily shift.
5 No overtime shall be worked unless the employee has received prior approval from his/her supervisor
6 to work the necessary overtime hours.

7 b. The employee will be allowed to elect to receive either compensatory time or to be
8 paid at the appropriate rate of pay. Employees may accrue up to 80 hours of compensatory time.
9 Employees may continue to accrue additional compensatory time beyond the 80 hours specified
10 herein if, as a result of cyclical workloads or work assignments that the taking of compensatory time
11 would result in an undue hardship for the Employer, the employee is unable to take accrued
12 compensatory time. Employees must obtain a waiver from the Director of the Department of Adult
13 and Juvenile Detention to be able to accrue compensatory time beyond the 80 hour limit. If a waiver
14 is denied, the use of accrued compensatory time shall be granted.

15 **Section 2. After Hours Support:** Pursuant to Master Labor Agreement, Article 33.

16 **Section 3. Court Appearances.** Bargaining unit members who are required to “stand by” for
17 court appearances shall be compensated at a rate of fifty (50) percent of their normal straight time
18 hourly rate for all hours they are on standby status on their regularly scheduled day off. Once
19 notified that the employee must report to court, the standby pay shall cease. If the employee is not
20 required to appear in court, a minimum of four (4) hours shall be paid at the standby rate.

21 **ARTICLE 10: HOURS OF WORK**

22 **Section 1. Hours of Work.** The regular schedule of work of bargaining unit members shall
23 be forty (40) hours per week.

24 **Section 2. Assignment of Work Schedules.** The establishment of reasonable work schedules
25 and starting times is vested solely within the purview of department management and may be
26 changed from time to time provided a two (2) week notice of change is given, except in those
27 circumstances over which the Department cannot exercise control. PROVIDED: the required two
28 (2) week notification period shall not commence until the employee has received the verbal or written

1 notification of the proposed change. In the exercise of this prerogative, department management will
2 act reasonably and will establish schedules to meet the dictates of the work load, however, nothing
3 contained herein will permit split shifts. Employees schedules will allow for a minimum of two (2)
4 consecutive days off.

5 **Section 3. Alternative Work Schedules.** With management approval, work schedules may be
6 altered upon written request of the employee. If such written request is denied by management, the
7 employee may request to meet with management to discuss the reasons for the denial. Management's
8 decision to deny a change in work schedule shall not be grievable under the grievance procedure set
9 forth in this Agreement.

10 **Section 4. Job-Sharing.** If two bargaining unit employees in the same job classification wish
11 to share one full-time position, they shall submit such a request to the Facility Commander, who shall
12 transmit the request to the Department Director. The Department Director shall have sixty (60) days
13 from the date she/he receives the request to review the request and either approve or deny the request
14 for job-sharing. Employees who share one full-time position shall receive pro-rata, on the basis of
15 hours worked, benefits, except medical, dental, and insurance benefits shall be granted on the same
16 basis as other half-time County employees. In the event that one of the job-sharing employees
17 terminates his/her employment (either voluntarily or involuntarily), the job-sharing arrangement shall
18 cease, and the remaining employee reverts to full-time. The provisions of the Article 10, Section 4
19 shall be exempt from the grievance procedure set forth in Article 13.

20 **Section 5. Corrections Program Administrators and Correction Program Supervisors.** The
21 work day of the Corrections Program Administrators and Correction Program Supervisors shall
22 include a one-half (1/2) hour paid lunch. During this paid lunch the Corrections Program
23 Administrators and Correction Program Supervisors shall be available for work.

24 **ARTICLE 11: INSURED BENEFITS, HRA, VEBA**

25 Pursuant to Master Labor Agreement, Article 25.

26 **ARTICLE 12: MISCELLANEOUS**

27 **Section 1. Reimbursement for Personal Transportation - Pursuant to Master Labor**
28 Agreement, Article 24.

1 **Section 2.** Employee Personnel Files. Any/all employee files, except the “background” file,
2 shall be available for review upon request during normal business hours. No information will be
3 placed in these files without the employee’s prior knowledge.

4 **Section 3.** Jury Duty - Pursuant to Master Labor Agreement, Article 5.

5 **Section 4.** Use of County Bulletin Boards & Electronic Devices - Pursuant to Master Labor
6 Agreement, Article 23.

7 **Section 5.** Travel Between Facilities. Any employee stationed at one jail facility and having
8 to travel to another jail facility during their work shift will be provided a County car for the trip,
9 access to an employees’ transfer bus, or will be paid at the King County mileage rate then in effect.
10 The method of transportation used by the employee will be at the option of the Employer.

11 **Section 6.** If changes are made to King County parking procedures as they affect employees
12 at any King County Jail Facility where bargaining unit members primarily work, the Union may
13 request to negotiate any mandatory subject of negotiations regarding such changes per R.C.W. 41.56.

14 **Section 7.** Employees who translate a language in the work place identified by management
15 as a language for which translation activity is necessary shall be paid five hundred dollars (\$500) per
16 year. The stipend shall be paid to eligible employees on a pro-rated and per pay period basis.
17 Eligible employees shall be required to pass a language proficiency test administered by the County.
18 The employer retains the discretion to determine the number of employees that may qualify for the
19 premium.

20 **Section 8. Bargaining Unit Vacancies.** Prior to filling a vacancy in a bargaining unit
21 position, employees in the same classification as the vacancy will be given an opportunity to submit
22 transfer requests for the vacant position. Selection of the successful applicant will include seniority
23 in classification as a factor in consideration. Employees who have successfully transferred shall be
24 prohibited from future transfers for a two (2) year period.

25 If no bargaining unit member submits a transfer request for a vacant position, applications
26 may be solicited from non-bargaining unit members at the discretion of management. Nothing in this
27 section shall modify management’s right to make changes in assignment to address departmental
28 operating need.

1 **ARTICLE 13: GRIEVANCE PROCEDURE**

2 Pursuant to Master Labor Agreement, Article 26.

3 **ARTICLE 14: DISCIPLINE AND SUNSET CLAUSE**

4 Pursuant to Master Labor Agreement, Article 27.

5 **ARTICLE 15: PROBATIONARY PERIOD**

6 All newly hired and promoted employees must serve a probationary period as defined in the
7 King County Code. The probationary period is an extension of the hiring process, therefore, the
8 provisions of the Master Labor Agreement, Article 26, will not apply to employees if they are
9 discharged during their initial probationary period or are demoted during the promotional
10 probationary period for not meeting the requirements of the classification. Grievances brought by
11 probationary employees involving issues other than discharge or demotion may be processed in
12 accordance with Master Labor Agreement, Article 26.

13 **ARTICLE 16: EDUCATION AND TRAINING PROGRAM**

14 **Section 1.** General. The parties acknowledge that the training and development of
15 employees is a matter of primary importance.

16 **Section 2.** Training Opportunities. Notice of special schools and general training
17 opportunities will be posted and all interested personnel will be allowed to apply for these
18 opportunities prior to any final selection. In addition, the department will continue its practice of
19 sending notices of specialized training opportunities to applicable personnel.

20 Employees shall be eligible to be paid their regular wages while attending approved and job-
21 related in-service, meetings, educational workshops and/or seminars plus travel expenses in
22 accordance with the County travel reimbursement policies.

23 **Section 3.** Education Incentive. The parties endorse the value of training for employees. In
24 order to encourage such accomplishments, the Employer may reimburse employees for certain
25 education and training expenses. In addition, the Employer will continue its current practice of
26 providing paid leave for the required attendance at training sessions and seminars.

27 **ARTICLE 17: SAVINGS CLAUSE**

28 Pursuant to Master Labor Agreement, Article 30.

1 **ARTICLE 18: WORK STOPPAGES AND EMPLOYER PROTECTION**

2 **Section 1.** No Work Stoppage. Nothing in this Agreement shall be construed to give an
3 employee the right to strike, and no employee shall strike or refuse to performed assigned duties to
4 the best of his/her ability. The Union agrees that it will not condone or cause any strike, slowdown,
5 mass sick call, or refusal to perform any customarily assigned duties, or any other form of work
6 stoppage or interference with the normal operation of the jail.

7 **Section 2.** Union Responsibility. Upon notification in writing by the County to the Public
8 Safety Employees Union DAJD Management Bargaining Unit that any of its members are engaged in
9 a work stoppage, the Union shall immediately, in writing, order such employee to immediately cease
10 engaging in such work stoppage and provide the County with a copy of such order. In addition, if
11 requested by the County, a responsible official of the Union shall publicly order such employees to
12 cease engaging in such a work stoppage.

13 **Section 3.** The Employer agrees that there shall be no lock-out during the term of this
14 Agreement.

15 **ARTICLE 19: REDUCTION-IN-FORCE**

16 **Section 1.** Order of Layoff. Employees laid off as a result of a reduction in force shall be
17 laid off according to seniority within the classification; the least time within the classification being
18 the first to go. In the event there are two or more employees eligible for layoff within the Department
19 with the same length of time in a classification, then the time in the Department will determine the
20 order of layoff with the least senior being the first to go. Provided: no regular or probationary
21 employee shall be laid off while there are temporary extra-help employees serving in the
22 classification covered under this Agreement from which layoffs are to occur.

23 **Section 2.** Reversion to Previously Held Positions. In lieu of lay-off, a Corrections Program
24 Administrator who has been promoted from a Corrections Program Supervisor within the Department
25 of Adult and Juvenile Detention shall be allowed to bump the least senior Corrections Program
26 Supervisor. Provided: the employee exercising his/her right to bump has more seniority in the
27 classifications of Corrections Program Supervisor and Corrections Program Administrator combined
28 than the employee being bumped.

1 **Section 3.** Seniority of Corrections Program Administrators. Employees in the Corrections
2 Program Supervisor classification who are promoted to the Corrections Program Administrator
3 classification will continue to accrue seniority in the Corrections Program Supervisor classification
4 while serving in the Corrections Program Administrator classification. Such employees will accrue
5 seniority in each classification simultaneously. This provision shall apply to current Corrections
6 Program Administrators who previously served as Corrections Program Supervisors, retroactively to
7 the date of their promotion to Corrections Program Administrator.

8 **Section 4.** Reassignment by Director of HRD. In lieu of layoff, or if an employee eligible to
9 revert to a previously-held position pursuant to this Article elects not to revert, the Director of HRD
10 may reassign such employee to a comparable, vacant position, when the Director of HRD determines
11 such reassignment to be in the best interest of the County.

12 **Section 5.** Recall from Layoff. The names of laid off employees will be placed on a re-
13 employment list in reverse order of the actual layoff. Such list shall remain in effect for a period of
14 two years or until all laid off employees are rehired with the County, whichever comes first.

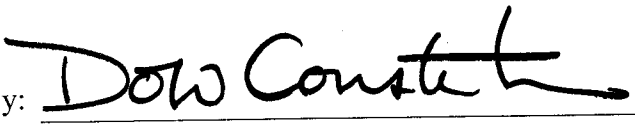
15 **Section 6.** Meet and Confer on Reductions-In-Force. Whenever feasible, at least thirty days
16 prior to any proposed reduction in force of any bargaining unit position, the Employer will meet with
17 the Union. The purpose of the meeting will be to explore options to the reduction in force that may
18 be achieved through job sharing, leaves of absence, other DAJD assignments, or such other options
19 that the Employer and the Union may propose.

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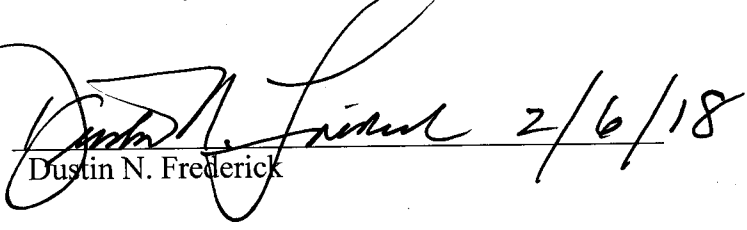
ARTICLE 20: DURATION

Pursuant to Master Labor Agreement, Article 31

APPROVED this 15 day of MARCH, 2018.

By: 
King County Executive

Public Safety Employees Union:

 2/6/18
Dustin N. Frederick

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**Memorandum of Agreement
By and Between
King County
and
Public Safety Employees Union, Local 519
(Representing Management Employees in the Department of Adult and Juvenile Detention)**

Subject: Compensation Study for All Employees in Bargaining Unit

Recitals:

The parties have met and discussed their mutual interest in having ongoing discussions on the compensation for bargaining unit members. To that end, they have agreed to the following:

Agreement:

1. The parties agree to form a committee of labor, management, and OLR and/or HRD staff to conduct a wage/comparable study on all bargaining unit classifications, beginning no later than January 15, 2018, with the intention of yielding a report by the end of May 2018.
2. The parties further agree that labor may have up to three (3) members from the bargaining unit, but that it will be the same three (3) employees at all times. In addition to the bargaining unit representatives, the Business Representative and a Union wage/comparable expert may be included. Management will also have up to three (3) representatives, along with OLR having a representative, and HR staff involvement as necessary.
3. The study produced by this committee is intended to inform the parties in advance of further discussions on wages during the Total Compensation Coalition bargaining for the 2019-2020 wages.
4. The study will cover comparability of bargaining unit members to other public sector workers, as well as other County workers, and take into account wages, hours, leaves, benefits, retirement, premiums, and all other forms of compensation to employees. If there are disputed issues, the study report will identify the disputed areas from the point of view of each party.

Addendum A
Public Safety Employees Union
Department of Adult and Juvenile Detention Management
January 1, 2018

| Job Class Code | Peoplesoft Job Code | Classification Title | Range |
|-----------------------|----------------------------|--|--------------|
| 2810300 | 281419 | Administrator III | 63 |
| 5223100 | 520402 | Corrections Program Administrator | 68 |
| 5222100 | 520302 | Corrections Program Supervisor | 63 |
| 2252400 | 226804 | Occupational Education and Training Program Administrator - Senior | 63 |
| 2441300 | 243323 | Project/Program Manager III (Inmate Welfare Fund) | 63 |
| 2242200 | 225205 | Records and Information Systems Manager | 61 |
| 2244200 | 225502 | Records Center Supervisor | 50 |
| 8700100 | 871102 | Supervisor I | 58 |
| 8700200 | 871202 | Supervisor II | 64 |
| 8700300 | 871303 | Supervisor III | 68 |

For rates, please refer to the King County Squared Salary Table