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**Coalition Labor Agreement (CLA) - Appendix for 458**

**Agreement Between King County  
And**

**Washington State Council of County and City Employees, Council 2, Local 2084-SC  
Superior Court - Family Court Operations; Court Appointed Special Advocates Specialists and  
Attorneys (CASA)**

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ADDENDUM A: WAGE RATES

*Washington State Council of County and City Employees, Council 2, Local 2084-SC - Superior Court - Family Court*

*Operations; Court Appointed Special Advocates Specialists and Attorneys (CASA)  
January 1, 2021 through December 31, 2024  
458CLAC0122  
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**AGREEMENT BETWEEN**  
**KING COUNTY**  
**AND**  
**WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES**  
**COUNCIL 2, LOCAL 2084-SC (SUPERIOR COURT)**  
**FAMILY COURT OPERATIONS**  
**COURT APPOINTED SPECIAL ADVOCATES SPECIALISTS AND ATTORNEYS (CASA)**  
**KING COUNTY WAGES AND BENEFITS**

**PREAMBLE**

These Articles constitute an Agreement between King County (County) and the Washington State Council of County and City Employees (WSCCCE) representing Local 2084-SC CASA’s (Local). This Agreement shall be subject to approval by ordinance by the King County Council (Council). This Agreement was entered into for the purpose of setting forth the mutual understandings of the parties regarding wages and related matters that are within the legal jurisdiction of the County. The parties agree to meet and discuss and disagreements or disputes concerning the Coalition Labor Agreement and this Appendix prior to filing any grievances or complaints.

**ARTICLE 1: PURPOSE**

The intent and purpose of this Agreement, and the identified sections of the Coalition Labor Agreement (CLA) in Addendum B set forth the mutual understandings of the parties with respect to wages and wage-related matters for the King County Superior Court (Court) employees who are covered by this Agreement. Each of the provisions of this Agreement is included only so far as they may apply to wages and wage-related matters. Working conditions, as they may or may not be related to the provisions herein, are not within the legal authority of the County to negotiate and are not covered by the terms of this Agreement.

**ARTICLE 2: APPLICATION OF COALITION LABOR AGREEMENT (“CLA”)**

The CLA wage and wage related provisions shall apply to this bargaining as follows:

**2.1.** The Preamble in its entirety.

1           **2.2.** All CLA superseding articles that are wage or wage related, or sections of superseding  
2 articles that are wage or wage related, unless otherwise stated in the CLA or this Appendix.

3                   **A.** CLA 29.4 shall not apply to this bargaining unit.

4           **2.3.** All CLA non-superseding wage and wage related articles and sections, or sections of  
5 non-superseding wage and wage related articles are adopted by the parties. Any non-superseding  
6 article or section listed below in this Article is understood to have no application to the bargaining  
7 unit.

8 **ARTICLE 3: UNION RECOGNITION**

9           The County recognizes the Union as the exclusive bargaining representative relative to wages  
10 and wage-related matters for all employees, excluding supervisors and confidential employees, in the  
11 classifications listed under the Addendum A. The bargaining unit description can be found under  
12 Public Employment Relations Commission Decision 11256 (PECB, 2011).

13 **ARTICLE 4: RIGHTS OF MANAGEMENT**

14           **4.1. Rights of the Court** - The management of the Court and the direction of the work force  
15 is vested exclusively in the Court.

16           **4.2. Rights of the County** - The County has the right to determine and establish wages and  
17 wage-related matters, such as wage rates for classifications and employees, the kinds and levels of  
18 paid leaves and insured benefits, and how and when employees are compensated. All of the rights,  
19 functions, powers and authority of the County not specifically abridged, delegated or modified by the  
20 Agreement are recognized by the Union as being retained by the County.

21 **ARTICLE 5: EQUAL EMPLOYMENT OPPORTUNITY**

22           **5.1. Complaint** - Allegations of unlawful discrimination shall not be a proper subject for the  
23 grievance procedure herein, but may instead be filed by an employee with the appropriate human  
24 rights agency.

25 **ARTICLE 6: WAGES**

26           **6.1. Pay Ranges** - Wage rates for each classification are set forth in Addendum A.

27           **6.2. Step Increases**

28                   **A.** Upon successful completion of a probationary period, a regular employee shall

1 advance to the next step in their classification wage range.

2 **B.** Annual step increases will be provided on January 1 after the first increase  
3 described in Section 5.2.A if the employee is not on probation and subject to the Superior Court  
4 Performance Appraisal Merit Increase Table in the Performance Appraisal Overview Instructions and  
5 Procedures, as amended by the Court. If the Superior Court Performance Appraisal Merit Increase  
6 table is changed, the Court shall provide notice to the union and bargain impacts of the decision. CLA  
7 29.4 (step progression) shall not apply to this bargaining unit.

8 **6.3. General Wage Increases**

9 The CLA and Total Compensation Agreement(s) provide the agreed upon General Wage  
10 Increases for the duration of this Agreement.

11 **6.4. WSBA Bar Dues.** The Court agrees to pay annual bar license renewal costs for  
12 employees in the bargaining unit whose positions require a law degree.

13 **ARTICLE 7: HEALTHCARE AND INSURANCE PLANS** The terms and conditions for  
14 health benefits are provided in CLA Article 25 as amended, which provides benefits pursuant to the  
15 Joint Labor Management Insurance Committee Agreements.

16 **ARTICLE 8: HOLIDAYS**

17 **8.1 FLSA Exempt Employees required to work on Indigenous Peoples' Day (IPD).** IPD  
18 is a recognized King County holiday, but the Court may be required to remain open because the  
19 Court calendar is determined by the Washington Supreme Court. FLSA exempt employees in  
20 comprehensive leave eligible positions who are required to work on IPD will receive their normal pay  
21 for hours worked, and a deferred holiday converted to (7) vacation hours added to their vacation bank  
22 on the paycheck that includes the second Monday in October. See also CLA Section 10.2 for  
23 applicable terms for employees on alternative work schedules.

24 **ARTICLE 9: VACATION LEAVE**

25 **9.1. Vacation Schedule for Employees - Vacation Schedule for Employees - Regular,**  
26 term-limited temporary and probationary employees who work a full-time schedule shall accrue  
27 vacation leave benefits as described as follows:  
28

| Length of Service                             | Annual Vacation in Days |
|---|-------------------------|
| Upon hire through end of year 3               | 10                      |
| Upon beginning of year 4 and through year 5   | 15                      |
| Upon beginning of year 6 and through year 10  | 20                      |
| Upon beginning of year 11 and through year 25 | 25                      |
| Upon beginning of year 26 and through year 30 | 26                      |
| Upon beginning of year 31                     | 27                      |

**9.2. Part-time Employees** - Part-time employees will earn vacation leave at a rate proportionate to their position's standard part-time hours. Temporary employees (except Term-Limited Temporary Employees) do not earn annual leave.

**9.3.** Employees eligible for vacation leave shall accrue vacation leave from their date of hire. Employees may accrue vacation leave each pay period which may not be used until earned.

**9.4. Vacation Accrual** - Employees eligible for vacation leave hired on or before 12/31/17 may accrue vacation leave up to a maximum of 60 days (not to exceed 420 hours). All employees hired after 12/31/17 shall have their accrued vacation leave balance capped at three hundred twenty (320) hours. Employees must use vacation leave in excess of the maximum accrual amount on or before the last day of the pay period that includes December 31 of each year. Failure to use vacation leave beyond the maximum accrual amount will result in forfeiture of the vacation leave beyond the maximum amount unless the director/designee has approved a carryover of such vacation leave because of cyclical workloads, work assignments or other reasons as may be in the best interests of the Court.

Vacation leave balances in excess of the cap that have been carried over, but not taken in the following year, will be forfeited. These leave accruals will be pro-rated for eligible part-time employees.

**9.5.** The supervising authority must approve all use of vacation leave. Employees requesting vacation leave are required to submit, in advance, a King County Superior Court Leave Request Form to their supervisors for approval.

1           **9.6.** Vacation leave credits will not be earned during leaves of absence without pay.

2           **9.7.** Employees who are laid off or resign from Superior Court employment in good standing  
3 and return to Superior Court employment within two years will have their prior service counted  
4 toward future vacation leave accrual.

5           **ARTICLE 10: MANAGEMENT LEAVE**

6           **10.1. Management Leave** – Comprehensive leave eligible (FLSA exempt) employees are  
7 eligible for management leave pursuant to the King County Superior Court Administrative  
8 Guidelines for Personnel, Section 8.03.

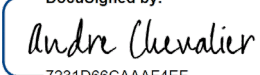
9           **ARTICLE 11: MERIT LEAVE**

10           **11.1.** Comprehensive leave eligible employees are eligible for the Merit Leave program per  
11 the Superior Court Performance Appraisal Overview Instructions and Procedures.

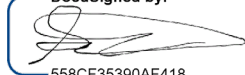
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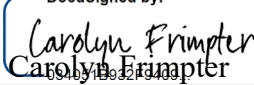
**FOR KING COUNTY:**

DocuSigned by:  
  
7231D66CAAAF4EF...  
Andre Chevalier  
Labor Relations Negotiator  
Office of Labor Relations, King County

**FOR WASHINGTON STATE COUNCIL  
OF COUNTY AND CITY EMPLOYEES,  
COUNCIL 2, LOCAL 2084-SC:**

DocuSigned by:  
  
558CF35390AF418...  
Suzette Dickerson  
Staff Representative

**FOR WASHINGTON STATE COUNCIL  
OF COUNTY AND CITY EMPLOYEES,  
COUNCIL 2, LOCAL 2084-SC:**

DocuSigned by:  
  
15467103273403...  
Carolyn Frimpter  
Local 2084 CASA Representative

**cba Code: 458**

**Union Code: N6**

**ADDENDUM "A"  
to the  
AGREEMENT  
by and between  
KING COUNTY, WASHINGTON  
and**

**WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES  
LOCAL 2084-SC (Superior Court) CASA's**

THIS ADDENDUM is supplemental to the Agreement by and between KING COUNTY, WASHINGTON, hereinafter referred to as the Employer, and WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES LOCAL 2084-SC (Superior Court) CASA's

**A.1 Salary Ranges** - The following Salary Ranges are pursuant to the King County Standardized Annual/FLSA Exempt Salary Schedule.

| <b>Job Class Code</b> | <b>PeopleSoft Job Code</b> | <b>Classification Title</b>                 | <b>Pay Range Standard Table</b> |
|-----------------------|----------------------------|---|---------------------------------|
| 6120100               | 663101                     | CASA Specialist                             | <b>55*</b>                      |
| 6120000               | 662101                     | Staff Guardian Ad Litem (GAL) Specialist    | <b>55*</b>                      |
| 6240100               | 664101                     | CASA Attorney                               | <b>63*</b>                      |
| 6240200               | 664201                     | Program Attorney/Attorney Guardian Ad Litem | <b>63*</b>                      |

\* 35 hours, Standardized Annual/FLSA Exempt Salary Schedule.



**Certificate Of Completion**

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| Source Envelope:   |                                |
| Document Pages: 8  | Signatures: 3                  |
| Certificate Pages: 5   | Initials: 0                    |
| AutoNav: Enabled   | Envelope Originator:           |
| Envelopeld Stamping: Enabled   | Carolyn Coleman                |
| Time Zone: (UTC-08:00) Pacific Time (US & Canada)  | 11943 Sunset Hills Rd          |
|  | Reston, VA 20190               |
|  | carolyn.coleman@kingcounty.gov |
|  | IP Address: 97.113.85.23       |

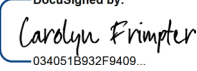
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|                                      |  |                    |
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Carolyn Frimpter  
 carolyn.frimpter@kingcounty.gov  
 CASA Specialist - SC  
 King County Superior Court  
 Security Level: Email, Account Authentication (None)

**Signature**

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 Signed: 7/11/2022 8:24:44 AM

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Suzette Dickerson  
 suzette@douncil2.com  
 Security Level: Email, Account Authentication (None)

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 Signature Adoption: Drawn on Device  
 Using IP Address: 107.123.17.142  
 Signed using mobile

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 Signed: 7/11/2022 8:36:00 AM

**Electronic Record and Signature Disclosure:**  
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Andre Chevalier  
 andre.chevalier@kingcounty.gov  
 Labor Relations Negotiator  
 King County Executive Department-OLR  
 Security Level: Email, Account Authentication (None)

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### **Withdrawing your consent**

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

### **Consequences of changing your mind**

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

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Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

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You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: [bmconnaughey@kingcounty.gov](mailto:bmconnaughey@kingcounty.gov)

### **To advise King County Sub Account - Office of Labor Relations of your new email address**

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at [bmconnaughey@kingcounty.gov](mailto:bmconnaughey@kingcounty.gov) and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

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### **To withdraw your consent with King County Sub Account - Office of Labor Relations**

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to [bmcconnaughey@kingcounty.gov](mailto:bmcconnaughey@kingcounty.gov) and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

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- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify King County Sub Account - Office of Labor Relations as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by King County Sub Account - Office of Labor Relations during the course of your relationship with King County Sub Account - Office of Labor Relations.