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Coalition Labor Agreement (CLA) - Appendix for 100		
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW)		
LOCAL 77		
AND		
KING COUNTY		
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<i>International Brotherhood of Electrical Workers, Local 77 (Departments: King County Information Technology, Local Services, Natural Resources and Parks, and Public Health)</i>		
<i>January 1, 2026 – December 31, 2028</i>		
<i>100CLAC0125</i>		
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INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW)

LOCAL 77

AND

KING COUNTY

These Articles constitute an agreement, the terms of which have been negotiated in good faith, between King County (“County”) and the International Brotherhood of Electrical Workers, Local 77 (“Union”). This Agreement shall be subject to approval by Ordinance by the Metropolitan King County Council.

ARTICLE 1: APPLICATION OF COALITION LABOR AGREEMENT

The Coalition Labor Agreement (CLA) shall apply to the bargaining unit employees as follows:

Section 1.1. The Preamble, Purpose Statement, and Coalition Individual Bargaining Agreement clauses in their entirety.

Section 1.2. All Superseding and Non-Superseding CLA Articles, except as noted or modified below.

Section 1.3. The following Non-Superseding CLA Articles do not apply:

- After Hours Support – CLA Article 43

ARTICLE 2: PURPOSE

Section 2.1. The intent and purpose of this Agreement is to promote the continued improvement of the relationship between King County and its employees by providing a uniform basis for implementing the right of public employees to join organizations of their own choosing, and 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 2.2. Joint Labor Management Committee.

1 Purpose: The parties agree that the Joint Labor-Management Committee (JLMC) is
 2 established and authorized, consistent with applicable laws and the terms of this Agreement, to use
 3 principles of mutual gains bargaining to interpret, apply, and resolve issues and interests affecting
 4 Labor and/or Management consistent with the following principles:

5 A. To provide fair and reasonable rates of pay, hours, and working conditions for the
 6 employees concerned with the operations of King County as covered by this Agreement;

7 B. To ensure the making of appointments and promotions as provided under the merit
 8 system and this Agreement;

9 C. To provide stability of employment and to establish satisfactory tenure;

10 D. To provide for improvement programs designed to aid employees in achieving
 11 their acknowledged and recognized objectives as outlined in this Agreement;

12 E. To promote the highest degree of efficiency and responsibility in the performance
 13 of the work and the accomplishment of the public purposes of King County;

14 F. To resolve disputes arising between King County and the Union relating to matters
 15 covered by this Agreement.

16 G. To promote systematic labor/management cooperation between King County and
 17 its employees.

18 The JLMC does not waive or diminish management rights and does not waive or diminish
 19 either parties' grievance or bargaining rights. The JLMC is authorized to bargain an issue, including
 20 a specific provision contained in this Agreement, only if the parties' authorized bargaining agents are
 21 present when bargaining. Further, such bargaining may include but will not be limited to, the design
 22 of gainsharing and/or other pay for performance systems. The parties recognize that the JLMC may
 23 not be able to resolve every issue.

24 Process: The parties agree that the JLMC shall meet at least quarterly. The JLMC shall be
 25 co-equal; there will be a relative balance of representatives from management and the Union (while
 26 the numbers may not be exactly the same, neither party should dominate in number of participants).

27 JLMC agenda items will be determined by mutual agreement of committee members. The
 28 parties agree that they will use the JLMC to disclose, discuss and attempt to resolve any unfair labor

practice (ULP) charge prior to filing a ULP charge.

ARTICLE 3: UNION RECOGNITION

Section 3.1. Recognition. The County recognizes the Union as the sole collective bargaining representative of all employees whose job classifications are listed in Addendum A, which by this reference is made a part of this Agreement, or in new or added classifications where the employees perform substantially similar work as the present job classifications.

ARTICLE 4: MANAGEMENT RIGHTS

Section 4.1. The Union recognizes the prerogatives of King County to operate and manage its affairs in all respects in accordance with its responsibilities and powers of authority.

Section 4.2. King County management has the right to schedule overtime work as required and consistent with requirements of public employment.

Section 4.3. It is understood by the parties that every incidental duty connected with operations enumerated in job descriptions is not always specifically described.

Section 4.4. King County reserves the right to discipline and discharge for just cause. King County reserves the right to lay off personnel for lack of work or funds, or for the occurrence of conditions beyond the control of King County, or when such continuation of work would be wasteful and unproductive. King County shall have the right to determine reasonable schedules of work and to establish the methods and processes by which such work is performed.

Section 4.5. No policies or procedures in this Agreement shall be construed as delegating to others or as reducing or abridging the following management responsibilities:

A. The responsibility for determining classification, status and tenure of employees, establishing rules, initiating promotions and disciplinary actions and certifying payrolls.

B. The responsibility of Division Director or designees governed by Charter provisions, ordinances and Personnel Guidelines which include, but are not limited to the following:

1. To suspend, demote, discharge or take other disciplinary action against employees for just cause;

2. To relieve employees from duties because of lack of work, lack of funds, or for disciplinary reasons;

3. To determine methods, means and employees necessary for departmental operations;
4. To control the departmental budget(s);
5. To take whatever actions are necessary in emergencies in order to assure the proper functioning of the departments.

Section 4.6. Nothing in this contract shall be construed to delete, add or restrict any provision of the King County Charter. Any provision or part thereto of this contract shall be void if found to be in conflict with the King County Charter.

ARTICLE 5: WAGE RATES

Section 5.1. Wage rates for the period from January 1, 2026, through December 31, 2028, shall be in accordance with the job classifications and rates in Addendum A of this Agreement.

Section 5.2. Upon successful completion of the probation period for following a Career Service employee's starting date in a classification covered under this Agreement, the employee shall receive a one-step increase, provided the employee was hired at the first step of the pay range assigned to the employee's classification. If the employee was hired above the first step of the pay range for the classification, any after-probation step increase shall be at the discretion of management. New employees may be hired in above the first step at the discretion of management.

Advancement to each succeeding step shall occur after completion of each additional year of continuous service.

Section 5.3. Supervisor I and Supervisor II step progression shall only include steps 4, 6, 8, and 10 only, as indicated in Addendum A. The Supervisor I, Supervisor II, Signal Shop Supervisor, and Radio Shop Supervisor positions shall be eligible for merit over the top pay pursuant to the King County Merit Pay Manual.

Section 5.4.

Whenever an employee who is performing the same duties as other employees in a classification is assigned limited supervisory duties (such as distribution of work assignments, maintaining a balanced work load among a group and keeping a record of work, production, or attendance over employees in the same classification or a classification having the same entrance

salary), and these duties do not justify reallocation to a supervisory classification, the appointing authority may designate the employee as a “lead worker”. The “lead worker” performs work under the direction of a supervisor of a higher level who may not be present to give constant supervision to the work because of duties and assignments performed in other areas. The appointing authority has sole discretion regarding the selection or designation of which bargaining unit member is designated as lead worker. An employee designated by the appointing authority as “lead worker” is eligible for shift compensation of seven and one-half percent (7.5%) effective on the date of the assignment. At such time as the “lead-worker” designation is removed, the employee’s compensation reverts to the rate received prior to the designation.

Section 5.5. General Wage Increases or Cost-of-Living-Adjustments.

General Wage Increases or Cost-of-Living-Adjustments shall be pursuant to the CLA Article 29 – Compensation and CLA Memorandum of Agreement: Compensation Settlement for Implementation of Retroactive Increases.

Section 5.6. Shift Premium. Employees assigned by management to a shift other than a day shift shall receive a wage differential of ten percent of the employee’s hourly base rate of pay for all hours worked, provided that the shift is scheduled to start before 6:00 a.m. or end after 5:00 p.m. for a 5-8 shift, or the shift is scheduled to start before 6:00 a.m. or end after 6:00 p.m. for a 4-10 shift.

ARTICLE 6: OVERTIME

Section 6.1. Contractual daily overtime shall be paid to employees who work more than their regularly scheduled workday, inclusive of alternative work schedules, at the Contractual Overtime Rate in effect at the time the overtime work is performed.

Section 6.2. Contractual weekly overtime shall be paid to employees for all hours worked in excess of 40 hours per Fair Labor Standards Act (FLSA) workweek at the Contractual Overtime Rate in effect at the time the overtime work is performed.

Section 6.3. The Contractual Overtime Rate for each overtime hour worked shall be one and one-half times the combined amount of the employee’s hourly base rate of pay, as specified in the Addendum A wage table, plus any applicable pay premiums in effect at the time the overtime is worked that are contractually required to be included when calculating the Contractual Overtime

1 Rate. If the FLSA requires a higher rate of pay for any overtime hours worked, the employee shall be
2 paid the higher rate of pay pursuant to the FLSA.

3 **Section 6.4.** All hours compensated shall be considered hours worked for purposes of
4 calculating overtime.

5 **Section 6.5.** Employees who are FLSA-exempt are expected to put in the number of hours
6 required to perform their job and are not eligible for either overtime or compensatory time.

7 **Section 6.6.** All overtime shall be authorized in advance by the Division Director or designee
8 in writing, except in emergencies. Saturday and Sunday work is not overtime when it is a regularly
9 scheduled workday for the employee.

10 **Section 6.7.** Emergency work at other than the normal scheduled working hours, or special
11 scheduled working hours not enumerated above shall be compensated at the contractual overtime
12 rate. In the event this overtime work is accomplished prior to the normal working hours and the
13 employee subsequently works their regular shift, the employee shall be paid their hourly base rate of
14 pay for their regular shift.

15 **Section 6.8. Call-out Pay.** Employees not on standby that are called into work on an
16 unscheduled basis or because of an emergency, will be paid at the Contractual Overtime Rate of pay
17 from the time of the call/notice and until the time of return to their home (by the most expeditious
18 route possible) or the start of their regular scheduled shift, whichever occurs first. Employees shall
19 receive a minimum of four hours at the Contractual Overtime Rate for each call out. Where such
20 overtime exceeds four hours, the actual hours worked shall be allowed at the Contractual Overtime
21 Rates.

22 Employees who are not assigned a take-home vehicle who respond to a callout shall receive
23 mileage reimbursement at the IRS rate for the trip to work, and the return trip home, provided the
24 return trip is not at the end of a regularly scheduled shift.

25 **Section 6.9.** An employee on standby status shall receive 12.75 percent of their base rate of
26 pay for each hour on standby. Standby status requires an employee to remain on standby with a
27 pager or cell phone (within range) when in standby status. If notified, the employee will make
28 contact within 15 minutes and be enroute within 30 minutes of being contacted. Employees shall

receive notice in writing prior to being placed on standby, except when emergencies interfere with such notice requirements. Employees called into work while on standby shall be paid at the Contractual Overtime Rate and they shall not receive standby pay while being paid at the Contractual Overtime Rate. FLSA-exempt employees shall not be eligible for standby pay.

Section 6.10. Paid Rest Time. Employees who perform more than four consecutive hours of overtime work in the 10 hours immediately preceding the start of their regular shift shall receive paid rest time during those hours of their regular scheduled shift that fall within eight hours of when the employee stopped performing overtime work.

Section 6.11. Hourly employees may request to earn compensatory time off in lieu of overtime payment. Compensatory time off shall be earned at the rate of one and one-half hours for each overtime hour worked. The accrual of compensatory time off shall be at the discretion of the Supervisor. A maximum of up to 80 hours may be accumulated at any time. The use of compensatory time must be requested at least 48 hours in advance and will be granted at the discretion of the Supervisor.

Section 6.12. FLSA-exempt employees covered under this Agreement are eligible for Executive Leave in accordance with Department of Human Resources policy 2021-001, as amended.

ARTICLE 7: HOURS OF WORK

Section 7.1.

A. The parties agree that the standard schedule shall consist of five consecutive workdays not to exceed eight hours each day, exclusive of the meal period, and not to exceed 40 hours per week, and shall normally be scheduled Monday through Friday.

B. The parties agree that the County shall have the right to set more than one standard schedule within the core hours of 6:00 a.m. to 5:00 p.m. so long as the start and quit times for each schedule are on the hour or the half hour.

C. The parties agree that alternative work schedules (4/10, 9/80, etc.) or changes to shift times are permitted where mutually agreed to between the County and the employee, provided that the schedules shall be consecutive days, Monday-Friday, and between the hours of 5:00 a.m. and 6:00 p.m.

Section 7.2.

A. The parties agree that the County shall have the right to temporarily assign an employee to a temporarily vacant schedule.

The County shall give the employee advance notice of a temporary assignment. If the County has less than ten working days' notice and the vacancy arises due to the exercise of a leave benefit contained in this Agreement, the County shall notify the employee no later than the end of the employee's shift the day before the assignment. If the County has ten or more working days' notice of a vacancy arising for any reason, the County shall notify the employee no later than seven calendar days before the temporary assignment.

B. An employee who is assigned to a vacant schedule shall work the schedule for the duration of the absence. If the absent employee returns on other than the first day of a work week, the returning employee shall work the adjusted employee's schedule until the end of the week unless the affected employees agree otherwise.

Section 7.3.

A. The parties agree that the County shall have the right to establish special schedules for specific projects, provided that the County provides 14 calendar days' notice and the project and schedule are of at least seven calendar days duration.

B. The parties agree that alternative work schedules may also be permitted in special schedules for specific projects where mutually agreed to between the County and employee.

ARTICLE 8: MISCELLANEOUS

Section 8.1. The County agrees to provide raingear and rubber boots to employees required to work in inclement weather.

Section 8.2. Training. For the purposes of creating equitable opportunities for lateral and promotional movement in the organization:

A. The parties agree to the creation of two JLMC sub-committees for each of the primary jurisdictions covered in this CBA with the goal of establishing a regular training schedule to include required and/or recommended certifications, technology advancements, manufacturer certifications, and safety and leadership. Records of such trainings shall be kept and made available

to the Union upon request.

B. Individuals who are no longer on probation may request job shadow and other on-the-job opportunities for skill development as it relates to their classification and progression, subject to operational needs.

Section 8.3. Vacancy Transfers. Employees within the same classification may transfer to vacant positions within the same division, provided they possess the minimum qualifications and pass any required job testing for the vacant position. Approval to transfer, minimum qualifications, and any testing requirements shall be determined by management.

Section 8.4. Selection Process for Traffic Signal Technician II's. Prior to the initiation of any external competitive merit-based process to fill a vacant Traffic Signal Technician II position, current career service employees in the Traffic Signal Technician I (TST I) classification shall be given the opportunity to apply for a vacant TST II position.

The internal process available to TST I's shall be accomplished pursuant to the following procedure:

A. Written notification of the vacancy shall be provided to all career service TST I's who are regularly employed at the time.

B. The notification will provide information about how to apply and a description of the job that will include the essential job functions and the knowledge, skills and abilities necessary to successfully perform the job. A level II IMSA certification will be a required qualification to pass probation.

C. If none of the interested career service TST I's are selected to fill the vacant TST II position, it will be filled through the County's open competitive hiring processes.

D. Interested career service TST I's who are not selected through the internal application process may apply for the position during the open competitive hiring process.

Section 8.5. Performance Evaluations. The County may conduct performance evaluations at least annually as part of a systematic and equitable employee performance management system.

Section 8.6. Electronic Communication Specialist (ECS) Work. The parties acknowledge that post PSERN project, ECS work exists at King County (examples include: in building distributed

antenna systems, console call status indication systems, voice recording systems, mutual aid radios, campus radio systems, site maintenance, etc.).

ARTICLE 9: SAFETY GEAR AND EQUIPMENT ALLOWANCE

Section 9.1.

Bargaining unit employees who are required by their department to wear ASTM protective footwear will receive an allowance for protective footwear pursuant to CLA Article 42 to be used toward the purchase of the required footwear. For Roads employees, the payment shall be made in the paycheck covering July 15 to employees who are employed on July 15 of that year. The allowance will be subject to regular tax withholdings as may be required under federal and state law. For employees not in Roads, it shall be pursuant to department/division policy. Employees will be responsible to purchase the footwear and safety gear and are required to wear safety equipment.

Section 9.2. The parties adopt Non-Superseding CLA Article 42.

ARTICLE 10: REDUCTION IN FORCE AND REHIRE

Section 10.1. Employees laid off as a result of a reduction in force shall be laid off according to seniority within the division and classification with the employee with the least time being the first to go. In the event there are two or more employees eligible for layoff within the division with the same classification and seniority, then total time with the County shall prevail. In the event there is still a tie, then the Union shall decide by coin toss.

Section 10.2. When a reduction in force is necessary, the Union and the employees who may be affected shall be notified at least 30 days prior to the effective date. At such time as a reduction in force is of such an emergency nature as to prevent 30 days' notice, the earliest possible notification will be given.

Section 10.3. Employees in a higher classification who have been notified of layoff may use seniority to bump the least senior employee in a lower classification within the bargaining unit provided they are qualified.

Section 10.4. Employees laid off will be eligible for rehire into positions of the same classification according to seniority with King County. That is, the employee laid off last will be the first rehired.

ARTICLE 11: WORK STOPPAGES AND EMPLOYER PROTECTION

Section 11.1. The County and the Union agree that the public interest requires efficient and uninterrupted performance of all County services and to this end pledge their best efforts to avoid or eliminate any conduct contrary to this objective. Specifically, the signatory organization shall not cause or condone any work stoppage, including any strike, slowdown, or refusal to perform any customarily assigned duties, sick leave absence which is not bona fide, or other interference with County functions by employees under this Agreement, and should same occur, the signatory organization agrees to take appropriate steps to end such interference. Any concerted action by any employees in the bargaining unit shall be deemed a work stoppage if any of the above activities have occurred. Being absent without authorized leave shall be considered as an automatic resignation. Such a resignation may be rescinded by the Division Director or designee if the employee presents satisfactory reasons for their absence within three calendar days of the date their automatic resignation became effective.

Section 11.2. Upon notification in writing by the County to the Union that any ` are engaged in a work stoppage, the Union shall immediately, in writing, order such employees to immediately cease engaging in such work stoppage and provide the County with a copy of such order. In addition, if requested by the County, a responsible official of the Union shall publicly order such employees in the bargaining unit to cease engaging in such a work stoppage.

Section 11.3. Any employee who commits any act prohibited in this section will be subject in accord with the County's Work Rules to the following action or penalties:

A. Discharge

B. Suspension or other disciplinary action as may be applicable to such employee.

ARTICLE 12: SENIORITY

Section 12.1. Seniority for all comprehensive leave eligible employees in any bargaining unit classification covered by this contract shall be defined as the employee's "Time in Classification". Time in Classification is defined as the total time in a classification (SDA, TLT, or Career Service), listed in Addendum "A".

Time in Classification is adjusted for unpaid leaves of absence that exceed 90 calendar days.

1 An employee shall continue to accrue seniority if on unpaid protected (family, medical, parental, or
2 military) leave.

3 **Section 12.2.** An employee who has obtained career service status in any bargaining unit
4 classification and who accepts a temporary position shall continue to accrue seniority in their base
5 position, unless they become career service in their temporary position.

6 **ARTICLE 13: WAIVER CLAUSE**

7 The parties acknowledge that each has had the unlimited right within the law and the
8 opportunity to make demands and proposals with respect to any matter deemed a proper subject for
9 collective bargaining. The results of the exercise of that right and opportunity are set forth in this
10 Agreement. Therefore, the County and the signatory organization, for the duration of this
11 Agreement, each agree to waive the right to oblige the other party to bargain with respect to any
12 subject or matter not specifically referred to or covered in this Agreement.

13
14
15 For International Brotherhood of Electrical Workers, Local 77:

16 DocuSigned by:

17 

18 12A2AF5B9BFA469...

18 Rex Habner

19 Business Manager/Financial Secretary

20 For King County:

22 DocuSigned by:

23 

24 9BDD219A720E4E7...

24 Sasha P. Alessi

25 Labor Relations Manager

26 Office of Labor Relations, Executive Office

cba Code: 100**Union Codes: E1
E1A****International Brotherhood of Electrical Workers, Local 77****ADDENDUM "A" - WAGE RATES****Effective January 1, 2026 – December 31, 2028**

Job Class Code	PeopleSoft Job Code	Classification Title	Range
8302100	832102	Solid Waste Electronics Technician	57
5327100	838501	Electrical Inspector	58
8308100	835401	Electronic Communication Specialist	65
8303100	833101	Electronic Communication Technician I	51
2810200	281323	Administrator II (Radio Service Coordinator)	56
8303200	832201	Electronic Communication Technician II	60
8307100	835301	Traffic Signal Technician I	60
8307200	835501	Traffic Signal Technician II	63

Steps 4, 6, 8, and 10 of the King County Square Table shall be used.**The Shift Differential is 10%.**

Job Class Code	PeopleSoft Job Code	Classification Title	Range
8700100	877104	Supervisor I	58
8700200	871204	Supervisor II	64
8700400	872101	Signal Shop Supervisor	67
8700500	872201	Radio Shop Supervisor	69

Steps 4, 6, 8, and 10 of the King County Square Table shall be used.