



King County

Shannon Braddock

King County Executive

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www.kingcounty.gov

June 4, 2025

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

Dear Councilmember Zahilay:

This letter transmits a proposed Ordinance that would, if enacted, ratify a negotiated collective bargaining agreement (CBA) with Professional and Technical Employees, Local 17 (PROTEC17), representing transit administrative support employees in the Metro Transit Department (Metro), for a contractual period commencing on January 1, 2025, through and including December 31, 2026. Adoption of this proposed Ordinance will enable King County (the County) to provide bargained-for wages and working conditions to approximately 52 employees who provide administrative support services in Metro.

The County and PROTEC17 commenced bargaining on September 3, 2024. The parties entered mediation on January 8, 2025, with an employee of the Public Employment Relations Commission serving as the mediator. On April 30, 2025, PROTEC17 informed the County that the bargaining unit members ratified the County's last offer for a successor CBA.

Contact terms and conditions are updated to reflect that the bargaining unit withdrew from the Coalition of Unions and its Coalition Labor Agreement. The CBA includes agreed upon cost-of-living adjustment (COLA) effective January 1, 2025, applied to 2024 base wages derived from Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) at 95 percent with a floor of two percent and a cap of four percent. The known COLA for 2025 will be four percent. Also, effective January 1, 2025, employees will receive an additional one and a half percent general wage increase for a total increase in 2025 of five and a half percent.

Additionally, the CBA provides for a COLA effective January 1, 2026, applied to 2025 base wages derived from CPI-W at 95 percent with a floor of two percent and a cap of four

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percent. The Transit Administrative Support classification series and the Transit Warranty Claims Analyst classification will receive a two-range (approximately five percent) market-based wage increase effective January 1, 2025. Lastly, all bargaining unit employees employed with the County during the ratification voting period, April 16, 2025, through April 29, 2025, will receive a \$1000 bonus, less mandatory withholdings.

The CBA was reached pursuant to good faith negotiations and collective bargaining between the County and PROTEC17.

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. No supplemental budget authority will be needed.

Thank you for your consideration of this proposed Ordinance. This important legislation will ratify the CBA which provides standardized working conditions and the competitive wages necessary to recruit and retain qualified employees to perform administrative support services in Metro for King County.

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

Sincerely,



for

Shannon Braddock
King County Executive

Enclosure

cc: King County Councilmembers
 ATTN: Stephanie Cirkovich, Chief of Staff, King County Council
 Melani Hay, Clerk of the Council
Karan Gill, Deputy Executive, Chief of Staff, Office of the Executive
Stephanie Pure, Council Relations Director, Office of the Executive
Dwight Dively, Director, Office of Performance, Strategy and Budget
Megan Pedersen, Director, Office of Labor Relations