

KING COUNTY

1200 King County Courthouse 516 Third Avenue Seattle, WA 98104

Signature Report

July 24, 2007

Ordinance 15870

Sponsors Gossett and Phillips **Proposed No.** 2007-0351.1 AN ORDINANCE approving and adopting the 1 memorandum of understanding regarding boot allowance 2 negotiated by and between King County and the Unions 3 representing employees in the road services division of the department of transportation; and establishing the effective 5 date of said agreement. 6 7 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY: 8 SECTION 1. The memorandum of understanding regarding boot allowance 9 negotiated by and between King County and the Unions representing employees in the 10 road services division of the department of transportation and attached hereto is hereby 11 approved and adopted by this reference made a part hereof. 12 SECTION 2. Terms and conditions of said agreement shall be effective upon 13 approval by the King County council, through and including July 31, 2010. 14 15 Ordinance 15870 was introduced on 7/9/2007 and passed by the Metropolitan King

County Council on 7/23/2007, by the following vote:

Yes: 9 - Mr. Gossett, Ms. Patterson, Ms. Lambert, Mr. von Reichbauer, Mr.

Dunn, Mr. Ferguson, Mr. Phillips, Ms. Hague and Mr. Constantine

No: 0

Excused: 0

KING COUNTY COUNCIL KING COUNTY, WASHINGTON

Zarry Gossett, Chair

ATTEST:

Queuns

Anne Noris, Clerk of the Council
APPROVED this _376 day of August

, 2007.

Ron Sims, County Executive

Attachments

A. Memorandum of Understanding By and Between King County and The Unions Representing Road Services Division Employees Within The Department of Transportation, B. Memorandum of Understanding By and Between King County And The Unions Representing Road Services Division Employees Within The Department of Transportation-Local 302, C. Memorandum of Understanding By And Between King County And The Unions Representing Road Services Division Employees Within The Department of Transportation-Local 46, D. Memorandum of Understanding By and Between King County And The Unions Representing Road Services Division Employees Within The Department of Transportation-Local 117, E. Memorandum of Understanding By and Between King County And The Unions Representing Road Services Division Employees Within The Department of Transportation-Local 174, F. Memorandum of Understanding By and Between King County And The Unions Representing Road Services Division Employees Within The Department of Transportation-Locals 131 & 1797, G. Memorandum of Understanding By and Between King County And The Unions Representing Road Services Division Employees Within The Department of Transportation-Locals 300 & 1094, H. Memorandum of Understanding By and Between King County And International Federation of Professional & Technical Engineers-Local 17-Development and Environmental Services, Natural Resources & Parks, Transportation, I. Memorandum of Understanding By and Between King County And International Federation of Professional & Technical Engineers-Local 17-Professional & Technical-Department of Transportation, J. Memorandum of Understanding By and Between King County And International Federation of Professional & Technical Engineers-Local 17-Section Managers-Department of Natural Resources & Parks, Transportation, K. Memorandum of Understanding By and Between King County And International Federation of Professional & Technical Engineers-Local 17-Supervisor-Department of Natural Resources & Parks, Transportation, L. Memorandum of Understanding By and Between King County And International Brotherhood of Electrical Workers-Local 77

The Unions Representing Road Services Division Employees Within the Department of Transportation

RE: Boot Allowance

Whereas, the Road Services Division's Safety Committee, convened pursuant to the Washington Administrative Code Section 296-800-130, has representatives from bargaining units of Road Services employees; and

Whereas, Road Services field staff are required by state worker safety regulations to wear either "protective" (i.e., steel-toed boots) or "substantial" footwear (i.e., leather boots); and

Whereas, the Safety Committee has researched the types and costs associated with these footwear requirements and made a unanimous recommendation to the County to adopt a boot allowance, similar to other jurisdictions and other County Road Services employees; and

- 1. The County shall identify those Road Services Division staff who are in positions requiring protective or substantial footwear to perform safely their essential job functions.
- 2. All staff who are identified shall receive an annual payment of ninety dollars (\$90) to be used to purchase the required footwear. The first payment, to reimburse employees for purchases made in 2006, shall be made in consultation with the Finance and Business Operations Division of the Department of Executive Services and shall be made as soon as practicably possible following approval of this Agreement. This payment will be made to those employees employed at the time the payment is made. For 2007 and thereafter, the payment shall be made in the second paycheck of July to employees who are employed on July 15 of that year.
- 3. The allowance will be subject to regular tax withholdings as may be required under federal and state law.

- 4. Staff will be responsible to purchase the footwear and may be subject to discipline for failing to wear this required safety equipment.
- 5. This Memorandum of Understanding shall be effective upon approval by the King County Council and shall expire July 31, 2010.

AP	PROVED this	day of	, 2007
		By:	
		King County Executive	
	ontract: Department Resources Professiona Section Ma Transportar	Professional & Technical Engineers, its of: Development and Environment & Parks, Transportation [040] al & Technical - Department of Transparagers - Departments of: Natural Retion [066] s - Departments of: Natural Resource	ntal Services, Natural esportation [046] esources & Parks,
Jose	eph L. McGee, Executi	ve Director	
	tract: Department	Electrical Workers, Local 77 ts of: Executive Services (Information (Road Services) [100]	on & Telecommunications
Joe	Simpson, Business Rep	presentative	
	nsters Local 174 tract: ♦ Department	ts of: Natural Resources & Parks, Tr	ansportation [160]
Dan	Scott, Secretary-Treas	urer	•

For	 International Union of Operating Engineers, Local 302 Contract: ◆ Equipment Operators - Departments of: Natural Resources & Parks,
	/S/
	Bob Franssen, Field Representative
For	Joint Crafts Council, International Brotherhood of Electrical Workers, Local 46 Appendix: Appendix D - Electricians - Departments of: Executive Services (Facilities Management), Natural Resources & Parks, Transportation [350]
	Janet Lewis, Business Representative
For:	Joint Crafts Council, International Brotherhood of Teamsters Local 117 Appendix: ◆ Appendix E - Departments of: Executive Services (Facilities Management - Airport), Natural Resources & Parks, Transportation [350] ◆ Appendix K - Departments of: Executive Services (Facilities Management; Records, Elections & Licensing Services), Natural Resources & Parks, Transportation [350]
•	John A. Williams, Secretary-Treasurer
For:	Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 131 Appendix: Appendix A - Carpenters - Departments of: Executive Services (Facilities Management), Natural Resources & Parks, Transportation [350]
For:	Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 1797 Appendix: Appendix A - Carpenter - Department of Transportation [350]
-	Wayne Thueringer, Business Representative
For:	Joint Crafts Council, International Brotherhood of Painters and Allied Trades District Council #5, Painters, Local 300 Appendix: ♦ Appendix F - Departments of: Executive Services (Facilities
	Management), DNRP (Parks), Transportation [350]
	Joint Crafts Council, International Brotherhood of Painters and Allied Trades District Council #5; Sign Painters, Local 1094
	Appendix: ♦ Appendix F - Sign Painters - Department of Transportation [350]
_	/S/
-	Ron Krebs, Business Representative

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The Unions Representing Road Services Division Employees Within the Department of Transportation-Local 302

RE: Boot Allowance

Whereas, the Road Services Division's Safety Committee, convened pursuant to the Washington Administrative Code Section 296-800-130, has representatives from bargaining units of Road Services employees; and

Whereas, Road Services field staff are required by state worker safety regulations to wear either "protective" (i.e., steel-toed boots) or "substantial" footwear (i.e., leather boots); and

Whereas, the Safety Committee has researched the types and costs associated with these footwear requirements and made a unanimous recommendation to the County to adopt a boot allowance, similar to other jurisdictions and other County Road Services employees; and

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- 3. The allowance will be subject to regular tax withholdings as may be required under federal and state law.

- 4. Staff will be responsible to purchase the footwear and may be subject to discipline for failing to wear this required safety equipment.
- **5.** This Memorandum of Understanding shall be effective upon approval by the King County Council and shall expire July 31, 2010.

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For:	Ro ◆ Pr ◆ So Tr ◆ So	ation of Professional epartments of: Deve esources & Parks, Tr rofessional & Techni- ection Managers - De ransportation [066] upervisors - Departm	lopment and Environment and Environment [040] cal - Department epartments of: Na	of Transportation attural Resources &	[046] Parks,
	Joseph L. McGee,	Executive Directo	r		
For:		erhood of Electrical epartments of: Executive	itive Services (In	formation & Telec	ommunications
•	Joe Simpson, Busi	ness Representativ	·e		
For:	Teamsters Local 17. Contract: Decided Allison, Business	epartments of: Natur	al Resources & P	arks, Transportatio	on [160]

For:	International Union of Operating Engineers, Local 302 Contract: ◆ Equipment Operators - Departments of: Natural Resources & Parks, Transportation [351]
_	Bob Franssen, Field Representative
For:	Joint Crafts Council, International Brotherhood of Electrical Workers, Local 46 Appendix: Appendix D - Electricians - Departments of: Executive Services (Facilities Management), Natural Resources & Parks, Transportation [350]
	Janet Lewis, Business Representative
For:	Joint Crafts Council, International Brotherhood of Teamsters Local 117 Appendix:
	/S/
	John A. Williams, Secretary-Treasurer
	Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 131 Appendix: Appendix A - Carpenters - Departments of: Executive Services (Facilities Management), Natural Resources & Parks, Transportation [350]
For:	Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 1797 Appendix: Appendix A - Carpenter - Department of Transportation [350]
	Wayne Thueringer, Business Representative
For:	Joint Crafts Council, International Brotherhood of Painters and Allied Trades District Council #5, Painters, Local 300 Appendix: Appendix F - Departments of: Executive Services (Facilities Management), DNRP (Parks), Transportation [350]
For:	Joint Crafts Council, International Brotherhood of Painters and Allied Trades District Council #5; Sign Painters, Local 1094
	Appendix: ♦ Appendix F - Sign Painters - Department of Transportation [350]
	/S/
	Ron Krebs, Business Representative

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The Unions Representing Road Services Division Employees Within the Department of Transportation-Local 46

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		By: King County Executive	
For:	Contract: Depar Resou Profes Section Trans	n of Professional & Technical Engineers, tments of: Development and Environment of: Development and Environment of: Parks, Transportation [040] ssional & Technical - Department of Transportation [066] visors - Departments of: Natural Resource.	ntal Services, Natural nsportation [046] esources & Parks,
-	Joseph L. McGee, Ex	ecutive Director	
For:	Contract: Depar	od of Electrical Workers, Local 77 tments of: Executive Services (Informati es), Transportation (Road Services) [100]	
	Joe Simpson, Busines	s Representative	
For:	Teamsters Local 174 Contract: ♦ Departing /S/ David Allison, Busine	tments of: Natural Resources & Parks, To	ransportation [160]

	International Union of Operating Engineers, Local 302 Contract: Equipment Operators - Departments of: Natural Resources & Parks, Transportation [351]
_	/S/ Bob Franssen, Field Representative
1	Boo Flanssen, Field Representative
1	Joint Crafts Council, International Brotherhood of Electrical Workers, Local 46 Appendix: Appendix D - Electricians - Departments of: Executive Services (Facilities Management), Natural Resources & Parks, Transportation [350]
	Janet Lewis, Business Representative
	Joint Crafts Council, International Brotherhood of Teamsters Local 117 Appendix:
•	/S/
•	John A. Williams, Secretary-Treasurer
For:	Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 131 Appendix: ◆ Appendix A - Carpenters - Departments of: Executive Services (Facilities Management), Natural Resources & Parks, Transportation [350] Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 1797 Appendix: ◆ Appendix A - Carpenter - Department of Transportation [350]
· -	/S/ Wayne Thueringer, Business Representative
For:	Joint Crafts Council, International Brotherhood of Painters and Allied Trades District Council #5, Painters, Local 300 Appendix: ◆ Appendix F - Departments of: Executive Services (Facilities Management), DNRP (Parks), Transportation [350] Joint Crafts Council, International Brotherhood of Painters and Allied Trades District Council #5; Sign Painters, Local 1094 Appendix: ◆ Appendix F - Sign Painters - Department of Transportation [350]
· _	/S/ Down Worker, Duringer Depresentative
	Ron Krebs, Business Representative

The Unions Representing Road Services Division Employees Within the Department of Transportation-Local 117

RE: Boot Allowance

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For:	Re	partments of: De sources & Parks, ofessional & Tecletion Managers - unsportation [066] pervisors - Depar	velopment and E Transportation [nnical - Departm Departments of:	Environmental Serv [040] ent of Transportati Natural Resources	vices, Natural on [046]
-	Joseph L. McGee,	Executive Direc	ctor	•	
For:	Ser	partments of: Exervices), Transport	ecutive Services ation (Road Serv	(Information & Te	lecommunications
	Joe Simpson, Busir	ness Representa	tive		
_	Teamsters Local 174 Contract: Dep /S/ David Allison, Bus	partments of: Nat	ural Resources &	& Parks, Transport	ation [160]
		11500 1 150111			

For	: International Union of Operating Engineers, Local 302 Contract: ◆ Equipment Operators - Departments of: Natural Resources & Parks, Transportation [351]
	/S/
	Bob Franssen, Field Representative
For	Joint Crafts Council, International Brotherhood of Electrical Workers, Local 46 Appendix: Appendix D - Electricians - Departments of: Executive Services (Facilities Management), Natural Resources & Parks, Transportation [350]
	Janet Lewis, Business Representative
For:	Joint Crafts Council, International Brotherhood of Teamsters Local 117 Appendix: ◆ Appendix E - Departments of: Executive Services (Facilities Management - Airport), Natural Resources & Parks, Transportation [350] ◆ Appendix K - Departments of: Executive Services (Facilities Management; Records, Elections & Licensing Services), Natural Resources & Parks, Transportation [350]
	/S/
•	John A. Williams, Secretary-Treasurer
	Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 131 Appendix: Appendix A - Carpenters - Departments of: Executive Services (Facilities Management), Natural Resources & Parks, Transportation [350]
For:	Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 1797 Appendix: Appendix A - Carpenter - Department of Transportation [350]
	/S/
-	Wayne Thueringer, Business Representative
	Joint Crafts Council, International Brotherhood of Painters and Allied Trades District Council #5, Painters, Local 300 Appendix: ♦ Appendix F - Departments of: Executive Services (Facilities
г	Management), DNRP (Parks), Transportation [350]
ror:	Joint Crafts Council, International Brotherhood of Painters and Allied Trades District Council #5; Sign Painters, Local 1094
	Appendix: ♦ Appendix F - Sign Painters - Department of Transportation [350]
	/S/
_	Ron Krebs, Business Representative
	2 domos representative

C. .

The Unions Representing Road Services Division Employees Within the Department of Transportation-Local 174

RE: Boot Allowance

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	Joseph L. McGee, Execu	tive Director	
For:	Contract: Departme	of Electrical Workers, Local 77 ents of: Executive Services (Informati , Transportation (Road Services) [100]	
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For:	Teamsters Local 174 Contract: ♦ Departme	ents of: Natural Resources & Parks, T	ransportation [160]
•	Dan Scott, Secretary-Trea	asurer	

Contract: • Equipment Operators - Departments of: Natural Resources & Parks, Transportation [351]
•
/S/
Bob Franssen, Field Representative
For: Joint Crafts Council, International Brotherhood of Electrical Workers, Local 46 Appendix: Appendix D - Electricians - Departments of: Executive Services (Facilities Management), Natural Resources & Parks, Transportation [350]
Janet Lewis, Business Representative
For: Joint Crafts Council, International Brotherhood of Teamsters Local 117 Appendix:
/S/
John A. Williams, Secretary-Treasurer
For: Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 131 Appendix: Appendix A - Carpenters - Departments of: Executive Services (Facilities Management), Natural Resources & Parks, Transportation [350]
For: Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 1797 Appendix: Appendix A - Carpenter - Department of Transportation [350]
/S/
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For: Joint Crafts Council, International Brotherhood of Painters and Allied Trades District Council #5, Painters, Local 300 Appendix: ♦ Appendix F - Departments of: Executive Services (Facilities Management), DNRP (Parks), Transportation [350]
For: Joint Crafts Council, International Brotherhood of Painters and Allied Trades District Council #5; Sign Painters, Local 1094
Appendix: Appendix F - Sign Painters - Department of Transportation [350]
/S/
Ron Krebs, Business Representative

The Unions Representing Road Services Division Employees Within the Department of Transportation-Locals 131 & 1797

RE: Boot Allowance

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-	John A. Williams, Secretary-Treasurer
For:	Joint Crafts Council, Pacific Northwest District Council of Carpenters, Local 131 Appendix: Appendix A - Carpenters - Departments of: Executive Services (Facilities Management), Natural Resources & Parks, Transportation [350]
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(Joint Crafts Council, International Brotherhood of Painters and Allied Trades District Council #5; Sign Painters, Local 1094 Appendix: Appendix F - Sign Painters - Department of Transportation [350]
	/S/
	Ron Krebs, Business Representative

The Unions Representing Road Services Division Employees Within the Department of Transportation-Locals 300 & 1094

RE: Boot Allowance

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•	Joseph L. McGee, Executive Director				
For: International Brotherhood of Electrical V Contract: Departments of: Execut Services), Transportation		cutive Services (In	formation & Telecon	mmunications	
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_		Departments of: Nat S/	ural Resources & P	arks, Transportation	[160]

For: International Union of Operating Engineers, Local 302 Contract: Equipment Operators - Departments of: Natural Resources & Parks, Transportation [351]
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/S/
Ron Krebs, Business Representative

International Federation of Professional & Technical Engineers, Local 17
(Contract: Departments of: Development and Environmental Services, Natural Resources & Parks, Transportation)
Representing Road Services Division Employees
Within the Department of Transportation

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	5. This Memorandum of Unders King County Council and sha			roval by the
	APPROVED this	day of		_, 2007
	By:	King County Ex	xecutive	
	International Federation of Profes (Departments of: Development and Parks, Transportation) [040]			
Josep	h L. McGee, Executive Director			

Ray Goforth, Union Representative

International Federation of Professional & Technical Engineers, Local 17 (Contract: Professional & Technical - Department of Transportation)
Representing Road Services Division Employees
Within the Department of Transportation

RE: Boot Allowance

Whereas, the Road Services Division's Safety Committee, convened pursuant to the Washington Administrative Code Section 296-800-130, has representatives from bargaining units of Road Services employees; and

Whereas, Road Services field staff are required by state worker safety regulations to wear either "protective" (i.e., steel-toed boots) or "substantial" footwear (i.e., leather boots); and

Whereas, the Safety Committee has researched the types and costs associated with these footwear requirements and made a unanimous recommendation to the County to adopt a boot allowance, similar to other jurisdictions and other County Road Services employees; and

- 1. The County shall identify those Road Services Division staff who are in positions requiring protective or substantial footwear to perform safely their essential job functions.
- 2. All staff who are identified shall receive an annual payment of ninety dollars (\$90) to be used to purchase the required footwear. The first payment, to reimburse employees for purchases made in 2006, shall be made in consultation with the Finance and Business Operations Division of the Department of Executive Services and shall be made as soon as practicably possible following approval of this Agreement. This payment will be made to those employees employed at the time the payment is made. For 2007 and thereafter, the payment shall be made in the second paycheck of July to employees who are employed on July 15 of that year.
- 3. The allowance will be subject to regular tax withholdings as may be required under federal and state law.

4. Staff will be responsible discipline for failing to	e to purchase the footwear as wear this required safety eq	nd may be subject to uipment.
	Inderstanding shall be effect nd shall expire July 31, 2010	
APPROVED this	day of	, 2007
	By: King County Execu	tive
For: International Federation of I (Professional & Technical -		
Joseph L. McGee, Executive Dire	ector	

Sean M. Leonard, Union Representative

International Federation of Professional & Technical Engineers, Local 17 (Contract: Section Managers - Departments of: Natural Resources & Parks, Transportation)

Representing Road Services Division Employees Within the Department of Transportation

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	nderstanding shall be effect ad shall expire July 31, 2010	
APPROVED this	day of	, 2007
	By: King County Execut	ive
For: International Federation of I (Supervisors - Departments		
Joseph L. McGee, Executive Dire	ector	
Ray Goforth, Union Representativ	ve	

International Federation of Professional & Technical Engineers, Local 17 (Contract: Supervisors - Departments of: Natural Resources & Parks, Transportation)

Representing Road Services Division Employees Within the Department of Transportation

RE: Boot Allowance

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	to purchase the footwear and wear this required safety equip	
	nderstanding shall be effective d shall expire July 31, 2010.	e upon approval by the
APPROVED this	day of	. 2007
	•	
	By:	•
	King County Executiv	е
For: International Federation of P (Supervisors - Departments of	Professional & Technical Engi of: Natural Resources & Parks	neers, Local 17 s, Transportation) [065]
Joseph L. McGee, Executive Direct	ctor	
Ray Goforth, Union Representativ	re	
, Gozotai, Gilon Roptosontativ		

International Brotherhood of Electrical Workers, Local 77 Representing Road Services Division Employees Within the Department of Transportation

RE: Boot Allowance

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- 3. The allowance will be subject to regular tax withholdings as may be required under federal and state law.

- **4.** Staff will be responsible to purchase the footwear and may be subject to discipline for failing to wear this required safety equipment.
- 5. This Memorandum of Understanding shall be effective upon approval by the King County Council and shall expire July 31, 2010.

APPROVED this	day of	, 2007
		•
	By:	
	King County Executiv	re
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For: International Brotherhoo	od of Electrical Workers, Local 77	7
Ine Simpson Rusiness Penros	rantativa	