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Memorandum of Agreement
By and Between
King County
and
International Brotherhood of Electrical Workers, Local 77
Representing Employees in the Department of Metro Transit

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Subject: Retroactive eligibility of the 2023-2025 Collective Bargaining Agreement

1. For the purpose of this Agreement, the "Effective Date" is defined as the first day of the first pay period after the Ordinance following adoption of this Agreement by the King County Council.

2. The wage increases in the 2023-2025 Collective Bargaining Agreement (101C0123) shall be paid retroactively to January 1, 2023, for all employees in the bargaining unit who are employed on the date of Union ratification, as well as all employees who have left County employment in good standing (resignation, retirement, or medical) between January 1, 2023, and the Effective Date who are also vested in the retirement system. Employees who are terminated for cause prior to the Effective Date shall not receive a retroactive payment.

3. Retroactive payments will be applied to all retro pay eligible earnings. Ineligible earnings include adjusted earnings for prior periods outside the retroactive period, grievance settlements, prior retroactive payments, fixed rate pay premiums that have not increased, L&I payments, and hours coded as no pay or as absent without leave.

4. When the wage range increases, employees shall be placed on the new wage rate on a corresponding "step to step" basis, if applicable.

5. All other provisions of the CBA shall be implemented prospectively on the Effective Date and shall not be applied retroactively, unless otherwise specified. Non-retroactive provisions include all changes in hours and working conditions.

6. This agreement is not precedent setting.

For International Brotherhood of Electrical Workers,
Local 77:

DocuSigned by:

Jonathan Finch
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_____   _____
Jonathan Finch   Date
Business Representative

For King County:

DocuSigned by:

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_____   _____
David S. Levin   Date
Labor Relations Negotiator - Senior
Office of Labor Relations
King County Executive Office