

ADDENDUM C

LETTER OF CLARIFICATION

BY AND BETWEEN

KING COUNTY

AND

INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 174

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**Subject:** Application of Seniority for Layoffs – Roads Division

**Background:**

1. International Brotherhood of Teamsters Local 174 and King County are parties to a collective bargaining agreement (CBA) effective September 1, 2010, through December 31, 2013.

2. The CBA provides for the Truck Driver I, II and III classifications to be combined into a single work unit within the Road Services Division. Management maintains the ability to cut positions by classification.

3. In an effort to be consistent with the intent of the agreement and to provide fairness to the employees, the County and the Union agree to the following.

**Agreements:**

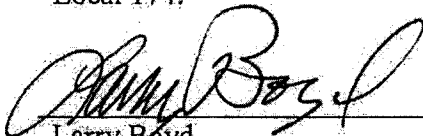
1. Management maintains the ability to determine which positions will be cut by classification in any layoff situation. The determination of which employee in that classification that is affected shall be determined by work unit seniority (as opposed to time in classification) consistent with Article 14 of the CBA.

2. The parties agree that employees in the Truck Driver series in Roads Services (Truck Driver I, II and III) can bump down the Truck Driver series in the event of a layoff in accordance with work unit seniority as defined in Article 14 of the CBA.

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3. Employees in the Truck Driver III classification who are identified for layoff shall have the right to "bump" into the classification of Truck Driver II if they have more work unit seniority. The affected Truck Driver III shall have the ability to "bump" the Truck Driver II with least amount of work unit seniority, assuming the Truck Driver III has more work unit seniority. This shall also apply to the Truck Driver II classification being able to "bump" into the Truck Driver I classification.

For International Brotherhood of Teamsters  
Local 174:

  
Larry Boyd  
Business Agent

10/30/2012  
Date

For King County:

  
Rob Sprague  
Labor Negotiator  
Office of Labor Relations

11/05/12  
Date