

February 9, 2018

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

Dear Councilmember McDermott:

In October of 2017, a tentative agreement for the County's first Master Labor Agreement (MLA) was reached. The MLA achieves unprecedented efficiencies, by bringing together 21 unions that represent 6,000 County employees covered by 61 labor agreements, into one master collective bargaining agreement. This agreement standardizes many benefits and practices across the county.

The County's primary objective in pursuing the Master Labor Agreement was:

1. Easing the burden on County personnel of administering 61 different collective bargaining agreements, in addition to the different benefits and practices codified in the King County Code; and
2. Bringing greater equity to County employees by standardizing common benefits and practices.

To continue to build on these efficiencies and bring even greater equity to the King County workforce, attached is legislation that brings the King County Code in alignment with the benefits and practices adopted in the MLA. If approved, this ordinance will result in significant improvements in efficiency and productivity for the County, by extending these same benefits and practices to our non-represented employees.

Standardization between the MLA and the King County Code supports King County's Strategic Plan goal of ensuring that County government operates efficiently and effectively. Furthermore, standardizing employee benefits and practices is in our employees' best interests and is foundational to our Strategic Plan goal of equity and social justice.

The Honorable Joe McDermott

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If you have any questions concerning the attached legislation, please contact Denise R. Pruitt, Senior HR Policy Advisor, at 206-477-3230.

Sincerely,

Dow Constantine

King County Executive

Enclosures

cc: King County Councilmembers

ATTN: Grant Lahmann, Chief of Staff to Chair McDermott

Jeff Muhm, Director of Council Initiatives

Melani Pedroza, Clerk of the Council

Whitney Abrams, Chief People Officer, King County Executive Office

Dwight Dively, Director, Office of Performance, Strategy and Budget

Caroline Whalen, County Administrative Officer, Department of Executive Services (DES)

Jay Osborne, Interim Director, Human Resources Division, DES

Denise R. Pruitt, Senior HR Policy Advisor, Human Resources Division, DES