



Executive Girmay Zahilay

Chinook Building, CNK-EX-0800
401 Fifth Avenue, Suite 800
Seattle, WA 98104-2391

June 23, 2026

The Honorable Sarah Perry
Chair, King County Council
Room 1200
COURTHOUSE

Dear Councilmember Perry:

This letter transmits a proposed Ordinance that would, if enacted, ratify a negotiated collective bargaining agreement (CBA) with International Brotherhood of Electrical Workers, Local 77 (IBEW) for a contractual period commencing on January 1, 2026, through and including December 31, 2027. This CBA covers approximately 149 employees who maintain the electrical systems that support Metro's overhead trolley bus wires, power link light rail, and fire-life safety systems in the following classifications: Cable Splicer, Electrician Constructor, Fire Detection Specialist, Line Material Workers I and II, Pole Hauler, Rail Electrical Worker, Transit Facilities Electrician, and Utility Line Worker.

The County and IBEW (the parties) commenced bargaining on October 1, 2025. The Parties reached a conceptual tentative agreement for a two-year agreement on March 10, 2026. The Union ratified the tentative agreement on May 21, 2026.

This proposed CBA provides a January 1, 2026, 2.45 percent cost-of-living adjustment (COLA) derived from Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) at 95 percent, and an additional 7.55 percent market increase. This proposed CBA also provides a July 1, 2026, market adjustment of five percent for journey classifications. A January 1, 2027, COLA would also be applied, derived from CPI-W with a floor of two percent and a ceiling of four percent.

This proposed CBA adds new job classifications to the Rail division which will directly support maintenance operations and increase system reliability throughout the light rail service area.

In addition, this CBA adopts standardized provisions from the coalition labor agreement regarding information provided in union notifications of new employees, vacation accruals, sick leave provisions, and paid parental leave.

The Honorable Sarah Perry

June 23, 2026

Page 2

The CBA was reached pursuant to good faith negotiations and collective bargaining between the County and IBEW. Adoption of this proposed Ordinance, which will ratify the negotiated CBA, advances my goal of delivering better government through accountability and effective service.

A complete breakdown of the costs associated with this agreement can be found in the accompanying fiscal note, which has been reviewed by budget staff. Supplemental budget authority may be needed for this agreement and will be considered as part of the Executive Office's omnibus proposal.

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.

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

Sincerely,



for

Girmay Zahilay
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, Office of the Executive
Jasmin Weaver, Chief of Staff, Office of the Executive
Hyeok Kim, Chief Operating Officer, Office of the Executive
Sierra Howlett Browne, Policy Director, Office of the Executive
Garrett Holbrook, Council Relations Manager, Office of the Executive
Angela Marshall, Interim Director, Executive Office Labor Relations