

**MEMORANDUM OF AGREEMENT  
BETWEEN  
KING COUNTY  
AND  
TECHNICAL EMPLOYEES' ASSOCIATION  
Metro Transit Department, Capital Division - Transit Staff  
01/01/25 - 12/31/25**

**Subject:** TEA Metro Labor Agreement 2025 Extension

**Background:** King County (the County) and the Technical Employees' Association, Metro Capital Transit Staff (TEA) are parties to a Collective Bargaining Agreement effective January 1, 2019, through December 31, 2024 (2019-2024 CBA). The parties have bargained in good faith to address their interests relating to total compensation and regarding establishment of a 1-year extension agreement.

On August 26, 2024, the parties reached tentative agreement to the continuation of some terms and conditions of the 2019-2024 CBA that were scheduled to expire on December 31, 2024. The parties expressly agree the terms and conditions enumerated below modify the 2019-2024 CBA with King County.

**Agreement:** The terms and conditions set forth in this MOA apply to all bargaining unit employees.

**1. Successor CBA Bargaining** – The parties commit to begin meeting in 2025 to begin the process of successor agreement bargaining. The parties shall meet in January to bargain an agreement on ground rules.

**2. COLA** – Effective January 1, 2025, TEA represented positions shall receive a cost-of-living adjustment (COLA) applied to 2024 base wages derived from the formula below. The known COLA for 2025 will be 4%.

**A.** COLA will be 95 percent of the average growth rate of the six-prior bi-monthly year-over-year percentages in the Seattle-Tacoma-Bellevue Consumer Price Index for Urban Wage Earners and Clerical Workers (All Items, base period 1982-84=100) (CPI-W) through June of the year prior to the year in which the COLA will be applied. For example, the wage adjustment for January 1, 2025, shall be calculated as the average of the year-over-year percentages from the August 2023, October 2023, December 2023, February 2024, April 2024, and June 2024 values of the CPI-W.

**B.** A year-over-year change means the percentage change in the CPI-W for that measurement compared to the CPI-W for the same month the prior year. For example, the June 2024 year-over-year change is the percentage change in the June 2024 CPI-W compared to the June 2023 CPI-W.

C. Regardless of the result calculated using this formula, the COLA shall not be more than 4% and shall not be less than 2%.

**3. Ratification Incentive** - TEA agrees to this MOA as the result of good faith bargaining and will notify the King County Office of Labor Relations of the status of their member ratification vote on or before 5pm on Thursday, September 12, 2024. Upon successful ratification of this MOA by September 12, 2024, TEA employees will receive an additional 1.2% General Wage Increase (GWI) effective January 1, 2025.

**4. Addendum B – Medical Benefits** – Medical Benefits will be modified as indicated below. Benefit plan design, county funding rate and employee contributions for 2026 will be a subject of successor agreement bargaining. The following changes will be effective January 1, 2025, from the insured health benefits of the previous year:

**ADDENDUM B: MEDICAL BENEFITS**

<b>KingCare:</b>	
Annual deductible	\$300/person \$900/family
Coinsurance paid by member	15% in network <del>40</del> 35% out of network
Annual out-of-pocket maximum for medical services (total for deductible + coinsurance) <u>See Emergency Room Copay for ER out-of-pocket limit</u>	In network: \$1,100/person \$2,500/family Out-of-network: \$1,900/person \$4,100/family Does not apply to prescriptions
Copay for prescription drugs 30-day supply	\$7 generic \$30 preferred brand \$60 non preferred brand
Copay for prescription drugs 90-day supply mail order	\$14 generic \$60 preferred brand \$120 non preferred brand
Annual out-of-pocket maximum for prescription drugs	\$1,500/person \$3,000/family
Emergency Room Co-pay	<del>\$100</del> <u>15% after \$200 copay/visit</u> <u>Copayment applies to facility charges for each visit (waived if admitted) whether or not the deductible has been met.</u> <u>Emergency Room Out-of-Pocket Limit: members will continue to pay \$200 copay/visit (waived if admitted) and 15% coinsurance until they reach the total out of pocket maximum allowed under the Affordable Care Act (ACA).<sup>1</sup></u>

Benefit Access Fee	\$ <del>20090</del> /month
Premium Share	\$ <del>7540</del> /month employee-only \$ <del>10075</del> /month for full family

In 2025, the ACA limit is \$9,250 individual/\$18,400 family. Because the Regence plan has an annual out-of-pocket limit of \$1,100 individual/\$2500 family for medical costs and \$1500 individual/\$3000 family for prescription drugs, the adjusted out-of-pocket limit for ER medical costs will be \$6,600/\$12,900.

<b>Kaiser Permanente:</b>	
Annual deductible	\$0
Copay paid by member	\$20
Annual out-of-pocket maximum (medical + Prescription drugs)	\$1,000/person \$2,000/family
Copay for prescription drugs 30-day supply (network only)	\$10 generic \$20 preferred brand \$30 non preferred brand
Copay for prescription drugs 90-day supply mail order (network only)	\$20 generic \$40 preferred brand \$60 non preferred brand
<b>Emergency Room Co-pay</b>	<b>\$100</b>
Benefit Access Fee	\$0/month
Premium Share	\$40/month employee-only \$75/month for full family
<b>Life Insurance:</b>	
Basic Life Insurance	1x Base Annual Salary (maximum of \$200,000)
Supplemental Life Insurance	1-4x Base Annual Salary (maximum of \$400,000)

5. The parties acknowledge that this Agreement is subject to approval by ordinance by the Metropolitan King County Council (the Council) of King County Washington.

6. Any dispute involving the interpretation, application, or alleged violation of any provision of this Agreement shall be subject to the grievance/arbitration procedures in the Collective Bargaining Agreement between the County and TEA.

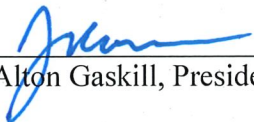
7. The parties have exhausted all bargaining obligations regarding the impacts on TEA represented employees relating to the extension of terms and conditions of the 2019-2024 agreement and the parties agree bargaining will be closed through the duration of 2025.

8. The parties agree that this rollover for the 2019-2024 agreement is effective once ratified by King County and fully enacted by Ordinance (having already been ratified by TEA), through December 31, 2025.

APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

By: \_\_\_\_\_  
King County Executive

Technical Employees' Association:

*For*  Alton Gaskill, President *Vice President*

9/13/2024  
Date