

**Memorandum of Agreement
By and Between
King County
and
Teamsters Local Union #174**

**Subject: Scheduled Discussions with Teamsters Local Union No. #174 regarding
4-10 Usage**

This Memorandum of Agreement (MOA) is entered into by and between Teamsters Local Union No. 174 (Union) and King County (County).

Background

During conversations the Road Services Division (RSD), Department of Transportation, has expressed concern over continuing to allow staff to work 4-10s while RSD is contending with a failing infrastructure, a diminished capital program, a reduced workforce, and issues of staff availability for multiple days versus longer days. The Union has expressed a preference that the County continue to offer its members the option of 4-10 schedules, contending that the schedules enhance employee morale and contribute to potential work efficiencies.

Whereas King County reserves its right to establish a 4-10 schedule, it also recognizes the Union's preference that King County continue to offer 4-10s as frequently as possible. With an unknown budget, known elimination of capital projects for the six (6) year Capital Improvement Program (CIP) and a predictable increased failure rate of the infrastructure, the parties agree that continued dialogue should take place.

Agreement

In an effort to continue conversation the parties agree to the following:

1. Parties will schedule a series of meetings for further discussion of this issue, with the following stipulations:

a. A meeting will be scheduled in October 2014 to discuss the King County Executive's budget proposal and related summer issues;

b. A meeting will be scheduled to occur after the King County Council has approved the 2015/2016 budget (which traditionally occurs by the end of November);

c. A debriefing meeting will be scheduled to occur after snow and ice season; and

d. A March Labor Management Committee meeting will be scheduled in compliance with the collective bargaining agreement.

2. King County does not waive its right under Article 10.5.1, however, it will make every effort to provide 4-10s should there be a responsible business need.

a. Should King County determine that it cannot offer 4-10s for years 2015 or 2016, it will discuss the business reasons with the Union.

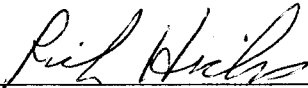
b. Two meetings to discuss the business reasons with the Union will be scheduled and held as soon as practicable once King County has knowledge that it will not establish 4-10s for the upcoming summer.

c. If the County decides not to establish a 4-10 schedule after meeting with the Union as stated, then the decision will not be grievable.

3. The Road Services Division agrees to establish a 4-10 schedule beginning Memorial Day week (which began Monday, May 26) and ending Labor Day week (which begins Monday, September 1) for 2014.

4. This agreement will expire December 31, 2016.

For Teamsters Local Union No. 174:



Rick Hicks
Secretary-Treasurer

12/3/14

Date

For King County:



James J. Johnson
Labor Negotiator
Office of Labor Relations
King County Executive Office

12/15/14

Date