

ADDENDUM B

**GRIEVANCE SETTLEMENT (UNION # LB-08-010)
BY AND BETWEEN
KING COUNTY
AND
INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 174
REPRESENTING ROADS DIVISION SIGN AND MARKING SPECIALISTS,
DEPARTMENT OF TRANSPORTATION**

SUBJECT: Intermittent Full Time Equivalent employees (FTEs) working as Roads Services Sign and Marking Specialists

Whereas, the Roads Services Division utilizes Sign and Marking Specialists as intermittent FTEs, and these positions are filled with employees represented by Teamsters, Local 174, and

Whereas, the parties have negotiated the matter,

Therefore, Teamsters, Local 174 and the County have agreed to the following:

The King County Human Resources Bulletin on Intermittent Employees dated October 21, 2008, sets forth the County's policy on intermittent employees. The parties agree to the terms in that bulletin with the exception of any terms below that are different.

Intermittent FTEs are defined as regular benefited employees in positions performing bodies of work that are expected to last for more than six months but less than twelve months and where those bodies of work are expected to be repeated in at least each of four successive years. This agreement applies solely to intermittent FTEs working as Roads Services Division Sign and Marking Specialists.

- Although the position is benefited, the length of employment each year is not guaranteed.
- At the conclusion of the employment period each year, career service intermittent FTEs are laid off by position.
- Intermittent FTE employees who are laid off are eligible for recall in inverse order into an intermittent FTE of the same classification for one year from the date of layoff.
- Recalled intermittent FTEs will not be required to serve a six-month probationary period after their initial probationary period.
- Recalled intermittent FTEs will resume the seniority which they had as of the date they were laid off, based on previous hours worked in the position.

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- Recalled intermittent FTEs will have all previous time in the classification as an intermittent or regular FTE apply toward pay step advancement, in accordance with Addendum A of the current collective bargaining agreement.
- Recalled intermittent FTEs will have sick leave balances that they had accrued at the time of layoff restored upon reemployment. Recalled intermittent FTEs will have all previous time spent in the classification as intermittent or regular FTEs apply toward sick leave and vacation accrual rates, and may request leave as long as it has been accrued, regardless of whether they have completed probation.
- Intermittent FTEs do not have a unilateral right to vacant, regular FTE positions.

For Teamsters Local 174:

Lawrence C. Boyl Business Agent 3/4/2009
Date

For King County:

Amy Bann 3/9/09
Date
Amy Bann
Labor Negotiator
Human Resources Division
Department of Executive Services