



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Ordinance 19883

Proposed No. 2024-0419.1

Sponsors Upthegrove

1 AN ORDINANCE approving and adopting the
2 Memorandum of Agreement negotiated by and between
3 King County and the Amalgamated Transit Union, Local
4 587, representing employees in the sheet metal worker job
5 classification in the Vehicle Maintenance division of the
6 Metro Transit department; and establishing the effective
7 date of said agreement.

8 ..body BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

9 SECTION 1. The Memorandum of Agreement negotiated by and between King
10 County and the Amalgamated Transit Union, Local 587, representing employees in the
11 sheet metal worker job classification in the Vehicle Maintenance division of the Metro
12 Transit department, which is Attachment A to this ordinance, is hereby approved and
13 adopted by this reference made a part hereof.

Ordinance 19883

14 SECTION 2. Terms and conditions of the agreement shall be effective on the
15 effective date of this ordinance, through and including October 31, 2025.

Ordinance 19883 was introduced on 1/7/2025 and passed by the Metropolitan King County Council on 1/14/2025, by the following vote:

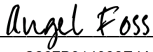
Yes: 9 - Balducci, Barón, Dembowski, Dunn, Mosqueda, Perry, Upthegrove, von Reichbauer and Zahilay

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Signed by:

1AEA3C5077F8485...
Girmay Zahilay, Chair

ATTEST:

DocuSigned by:

C267B914088E4A0...
Melani Hay, Clerk of the Council

APPROVED this _____ day of 1/24/2025, _____.

Signed by:

4FBCAB8196AE4C6...
Dow Constantine, County Executive

Attachments: A. Memorandum of Agreement By and Between King County and Amalgamated Transit Union Local 587

Ordinance 19883

**Memorandum of Agreement
By and Between
King County
And
Amalgamated Transit Union, Local 587 (Union)**

Subject: Sheet Metal Worker Recruitment and Training Program, Wage Increase, and Holmes Grievance Settlement Agreement

Background:

1. The Parties recognize the regional shortage of skilled journey level trades and the ongoing struggles in recruiting qualified candidates for Sheet Metal Worker vacancies. The Parties remain committed to providing the public with the highest level of quality transit services while adapting to address the current recruitment struggles.

2. Recruitments for Sheet Metal Workers, both within the bargaining unit and from the general public, show that some candidates meet the minimum requirements for the position but come up short of qualified in testing. Many of these candidates subsequently reapply until proven qualified or lose interest in transit work.

3. The Parties recognize that employing qualified journey-level Sheet Metal Workers is in the best interest of the County, the Union or the public. The Parties also remain fully committed to trade apprenticeships and the expansion of apprenticeship into Sheet Metal Worker classification.

Agreement:

1. For the Sheet Metal Workers trade classification, Metro shall hire candidates at third step of the classification if deemed fully qualified. If Metro deems a candidate minimally qualified but not fully qualified through the testing process, a candidate will be offered a position with a starting wage of up to second step of the classification and an extended 12-month probationary period, if the following terms are met.

2. Candidates deemed less than fully qualified will be given an individual training plan to become fully qualified.

3. The employment offer letter will contain the individual training plan and the 12-month probation. If a candidate accepts the offer, they will have one year to become fully qualified. An Employee who accepts the offer will remain on probation for 12 months from date of hire. An individual training plan will consist of training, curriculum, and hands-on experience, and trained by a journey-level Sheet Metal Worker.

4. Candidates hired at less than fully qualified will be assigned work based on meeting the conditions of their training plan.

5. An employee who successfully passes their probation period will continue on the wage and accrual scale from their initial date of hire. Seniority will be established based on their original hire date.

6. Sheet Metal Workers assigned to provide official training will be authorized in writing and will receive the trainer premium for the actual time spent training to accomplish the on-the-job training portion of the individual development plan. Leads are not eligible for training pay.

7. The Lead Sheet Metal Worker top step hourly pay rate shall be adjusted to \$61.01 and the Sheet Metal Worker top step hourly pay rate shall be adjusted to \$55.46 prospectively starting on the pay period following the effective date described in Agreement #12, below. Wage adjustments for employees shall be applied prospectively at the same step of the previous pay grade.

8. Upon the execution of this Agreement by the parties, the Union agrees to withdraw the Holmes grievance with prejudice and agrees not to pursue further action related to this grievance. The Union agrees to withdraw all pending requests for information and/or public disclosure with respect to this matter and further agree that the County has satisfied its legal obligations related to those requests. No arbitration will be scheduled on this matter.

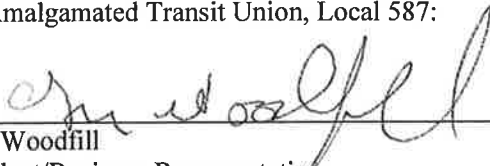
9. The Union agrees that drilling of holes in stanchions, the work at issue in the Holmes grievance, is an example of a non-exclusive tasks and may be assigned to either the Mechanic classification or the Sheet Metal Worker classification.

10. The Union agrees to establish and bargain for a 2-year apprenticeship program for Sheet Metal Workers.

11. The Union agrees to establish and bargain for a 2-year apprenticeship program for ET's.

12. Terms and conditions of the agreement shall be effective on the first day of the first full pay period following the effective date of the ordinance, which is ten days following the King County executive's approval signature.

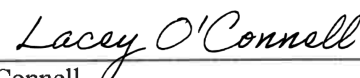
For Amalgamated Transit Union, Local 587:



Greg Woodfill
President/Business Representative

11/20/24
Date

For King County:



Lacey O'Connell
Labor Relations Manager
Office of Labor Relations, King County Executive Office

11/21/2024
Date

Certificate Of Completion

Envelope Id: A92CEE70-74F7-4400-9486-E5AD72C775D9	Status: Completed
Subject: Complete with Docusign: Ordinance 19883 Attachment A.pdf, Ordinance 19883.docx	
Source Envelope:	
Document Pages: 2	Signatures: 3
Supplemental Document Pages: 2	Initials: 0
Certificate Pages: 5	Envelope Originator:
AutoNav: Enabled	Cherie Camp
Envelopeld Stamping: Enabled	401 5TH AVE
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	SEATTLE, WA 98104
	Cherie.Camp@kingcounty.gov
	IP Address: 198.49.222.20

Record Tracking

Status: Original	Holder: Cherie Camp	Location: DocuSign
1/16/2025 11:21:40 AM	Cherie.Camp@kingcounty.gov	
Security Appliance Status: Connected	Pool: FedRamp	
Storage Appliance Status: Connected	Pool: King County-Council	Location: DocuSign

Signer Events

Girmay Zahilay
girmay.zahilay@kingcounty.gov
Security Level: Email, Account Authentication (None)

Signature

Signed by:

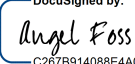
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Timestamp

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Signed: 1/21/2025 3:04:29 PM

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Angel Foss
Angel.Foss@kingcounty.gov
Deputy Clerk of the Council
King County Council
Security Level: Email, Account Authentication (None)

DocuSigned by:

C267B914088E4A0...
Signature Adoption: Pre-selected Style
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ID: 020c9a0a-c529-4443-8490-bad8ecc7fb95

Dow Constantine
Dow.Constantine@kingcounty.gov
King County Executive
Security Level: Email, Account Authentication (None)

Signed by:

4FBCAB8196AE4C6...
Signature Adoption: Uploaded Signature Image
Using IP Address: 146.129.84.117

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Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp

Certified Delivery Events	Status	Timestamp
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Carbon Copy Events	Status	Timestamp
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Ames Kessler akessler@kingcounty.gov Executive Legislative Coordinator & Public Records Officer King County Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 1/21/2025 3:06:55 PM Viewed: 1/21/2025 3:23:36 PM
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Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Signing Complete	Security Checked	1/24/2025 11:08:21 AM
Completed	Security Checked	1/24/2025 11:08:21 AM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure
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If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact King County-Department of 02:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: cipriano.dacanay@kingcounty.gov

To advise King County-Department of 02 of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at cipriano.dacanay@kingcounty.gov and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

To request paper copies from King County-Department of 02

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to cipriano.dacanay@kingcounty.gov and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with King County-Department of 02

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to cipriano.dacanay@kingcounty.gov and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

Acknowledging your access and consent to receive and sign documents electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to ‘I agree to use electronic records and signatures’ before clicking ‘CONTINUE’ within the DocuSign system.

By selecting the check-box next to ‘I agree to use electronic records and signatures’, you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify King County-Department of 02 as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by King County-Department of 02 during the course of your relationship with King County-Department of 02.