

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW)

LOCAL 77

AND

KING COUNTY

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1 **INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW)**

2 **LOCAL 77**

3 **AND**

4 **KING COUNTY**

5
6 These Articles constitute an agreement, the terms of which have been negotiated in good
7 faith, between King County (“County”) and the International Brotherhood of Electrical Workers,
8 Local 77 (“Union”). This Agreement shall be subject to approval by Ordinance by the Metropolitan
9 King County Council.

10
11 **ARTICLE 1: PURPOSE**

12 A. The intent and purpose of this Agreement is to promote the continued improvement of the
13 relationship between King County and its employees by providing a uniform basis for implementing
14 the right of public employees to join organizations of their own choosing, and to be represented by
15 such organizations in matters concerning their employment relations with King County, and to set
16 forth the wages, hours, and other working conditions of such employees in appropriate bargaining
17 units provided the County has authority to act on such matters and further provided the matter has not
18 been delegated to any civil service commission or personnel board similar in scope, structure and
19 authority as defined in R.C.W. 41.56.

20 B. Joint Labor Management Committee.

21 Purpose: The parties agree that the Joint Labor-Management Committee (JLMC) is
22 established and authorized, consistent with applicable laws and the terms of this Agreement, to use
23 principles of mutual gains bargaining to interpret, apply, and resolve issues and interests affecting
24 Labor and/or Management consistent with the following principles:

- 25 1. To provide fair and reasonable rates of pay, hours, and working conditions for the
26 employees concerned with the operations of King County as covered by this Agreement;
- 27 2. To ensure the making of appointments and promotions as provided under the merit
28 system and this Agreement;

- 1 3. To provide stability of employment and to establish satisfactory tenure;
- 2 4. To provide for improvement programs designed to aid employees in achieving their
- 3 acknowledged and recognized objectives as outlined in this Agreement;
- 4 5. To promote the highest degree of efficiency and responsibility in the performance
- 5 of the work and the accomplishment of the public purposes of King County;
- 6 6. To resolve disputes arising between King County and the Union relating to matters
- 7 covered by this Agreement.
- 8 7. To promote systematic labor/management cooperation between King County and
- 9 its employees.

10 The JLMC does not waive or diminish management rights and does not waive or diminish
11 either parties' grievance or bargaining rights. The JLMC is authorized to bargain an issue, including
12 a specific provision contained in this Agreement, only if the parties' authorized bargaining agents are
13 present when bargaining. Further, such bargaining may include but will not be limited to, the design
14 of gainsharing and/or other pay for performance systems. The parties recognize that the JLMC may
15 not be able to resolve every issue.

16 Process: The parties agree that the JLMC shall meet at least quarterly. The JLMC shall be
17 co-equal; there will be a relative balance of representatives from management and the Union (while
18 the numbers may not be exactly the same, neither party should dominate in number of participants).

19 JLMC agenda items will be determined by mutual agreement of committee members. The
20 parties agree that they will use the JLMC to disclose, discuss and attempt to resolve any unfair labor
21 practice (ULP) charge prior to filing a ULP charge.

22 **ARTICLE 2: UNION RECOGNITION AND MEMBERSHIP**

23 **Section 1.** The County recognizes the Union as the sole collective bargaining representative
24 of all employees whose job classifications are listed in Addendum A, which by this reference is made
25 a part of this Agreement, or in new or added classifications where the employees perform
26 substantially similar work as the present job classifications.

27 **Section 2.** It shall be a condition of employment that all employees covered by this
28 Agreement who are members of the Union in good standing on the effective date of this Agreement

1 shall remain members in good standing and those who are not members on the effective date of this
2 Agreement shall, on the thirtieth day following the effective date of this Agreement, become and
3 remain members in good standing in the Union or pay an agency fee. It shall also be a condition of
4 employment that all employees covered by this Agreement and hired or assigned into the bargaining
5 unit on or after its effective date shall, on the thirtieth day following the beginning of such
6 employment, become and remain members in good standing in the Union or pay an agency fee.

7 **Section 3.**

8 A. Nothing contained in Section 2 or in the Agreement shall require an employee to
9 join the Union should the employee hold bona fide religious tenets or teachings which prohibit the
10 payment of dues or initiation fees to Union organizations.

11 B. Employees exempted from Section 2 by the provisions of Section 3 (A) shall pay
12 an amount of money equivalent to regular Union dues and initiation fee to a non-religious charitable
13 organization mutually agreed upon by the employee affected and the Union to which such employee
14 would otherwise pay the dues and initiation fee. The employee shall furnish written proof that each
15 payment has been made each month.

16 C. If the employee and the Union cannot reach agreement on the non-religious
17 organization to which the payments shall be made under this Section, the Public Employment
18 Relations Commission shall designate the non-religious charitable organization.

19 **Section 4.** The County shall discharge any employee who fails to comply with the
20 requirements of Sections 2 and 3, following written notice from the Union of such failure.

21 **Section 5. Dues Deduction.** Upon receipt of written authorization individually signed by a
22 bargaining unit employee, the County shall have deducted from the pay of such employee the amount
23 of dues and initiation fees as certified by the secretary of the Union and shall transmit the same to the
24 treasurer of the Union.

25 **Section 6.** The Union will indemnify, defend and hold the County harmless against any
26 claims made and against any suit instituted against the County on account of check-off of dues for the
27 Union. The Union agrees to refund to the County any amounts paid to it in error on account of the
28 check-off provision upon presentation of proper evidence thereof.

1 **ARTICLE 3: MANAGEMENT RIGHTS**

2 **Section 1.** The Union recognizes the prerogatives of King County to operate and manage its
3 affairs in all respects in accordance with its responsibilities and powers of authority.

4 **Section 2.** King County management has the right to schedule overtime work as required and
5 consistent with requirements of public employment.

6 **Section 3.** It is understood by the parties that every incidental duty connected with operations
7 enumerated in job descriptions is not always specifically described.

8 **Section 4.** King County reserves the right to discipline and discharge for just cause. King
9 County reserves the right to lay off personnel for lack of work or funds, or for the occurrence of
10 conditions beyond the control of King County, or when such continuation of work would be wasteful
11 and unproductive. King County shall have the right to determine reasonable schedules of work and
12 to establish the methods and processes by which such work is performed.

13 **Section 5.** No policies or procedures in this Agreement shall be construed as delegating to
14 others or as reducing or abridging the following management responsibilities:

15 **A.** The responsibility for determining classification, status and tenure of employees,
16 establishing rules, initiating promotions and disciplinary actions and certifying payrolls.

17 **B.** The responsibility of Division Director or designees governed by Charter
18 provisions, ordinances and Personnel Guidelines which include, but are not limited to the following:

- 19 **1.** To suspend, demote, discharge or take other disciplinary action against
20 employees for just cause;
- 21 **2.** To relieve employees from duties because of lack of work, lack of funds, or
22 for disciplinary reasons;
- 23 **3.** To determine methods, means and employees necessary for departmental
24 operations;
- 25 **4.** To control the departmental budget(s);
- 26 **5.** To take whatever actions are necessary in emergencies in order to assure the
27 proper functioning of the departments.

28 **Section 6.** Nothing in this contract shall be construed to delete, add or restrict any provision

1 of the King County Charter. Any provision or part thereto of this contract shall be void if found to be
2 in conflict with the King County Charter.

3 **Section 7.** Employees outside of the bargaining unit may be temporarily assigned to work
4 within the bargaining unit for a period not to exceed thirty (30) working days without being subject to
5 the provisions of Article 2, Union Recognition and Membership.

6 **ARTICLE 4: HOLIDAYS**

7 All employees shall be granted the following holidays with pay:

8

9 New Year's Day	January 1st
10 Martin Luther King, Jr.'s Birthday	Third Monday in January
11 Presidents' Day	Third Monday in February
12 Memorial Day	Last Monday in May
13 Independence Day	July 4th
14 Labor Day	First Monday in September
15 Veteran's Day	November 11th
16 Thanksgiving Day	Fourth Thursday in November
17 Day after Thanksgiving	
18 Christmas Day	December 25th

19 and any day designated by public proclamation of the chief executive of the State as a legal holiday.

20 Each employee shall receive two (2) additional personal holidays to be administered through
21 the vacation plan. One day shall be granted to all eligible employees on the first of October and the
22 second shall be granted to all eligible employees on the first of November of each year. These days
23 may be used in the same manner as any vacation day earned.

24 Whenever a holiday falls upon a Sunday, the following Monday shall be observed as the
25 holiday, and any holiday falling on a Saturday shall be observed on the preceding Friday.

26 Holidays paid for but not worked shall be recognized as time worked for the purpose of
27 determining weekly overtime.

28 Work performed by hourly employees on holidays shall be paid at one and one-half (1-1/2)
times the regular rate in addition to the regular holiday pay. FLSA exempt employees are not eligible

1 for any additional pay for work performed on a holiday.

2 Total holiday hours shall not exceed ninety-six (96) hours per year, except by public
3 proclamation of the chief executive. Employees working alternative work schedules will receive
4 eight (8) hours of holiday pay. All holidays shall be observed in accordance with R.C.W. 1.16.050,
5 as amended.

6 **ARTICLE 5: VACATIONS**

7 **Section 1.** Regular full-time and regular part-time employees shall be eligible to accrue
8 vacation leave benefits for each hour in pay status exclusive of overtime as described in the following
9 table except in those instances expressly provided for in other sections of this Article:

			Hourly Accrual Rate	Equivalent Annual Leave In Days
	Full Years of Service			
	Upon hire through end of Year	5	.0460	12
	Upon beginning of Year	6	.0577	15
	Upon beginning of Year	9	.0615	16
	Upon beginning of Year	11	.0769	20
	Upon beginning of Year	17	.0807	21
	Upon beginning of Year	18	.0846	22
	Upon beginning of Year	19	.0885	23
	Upon beginning of Year	20	.0923	24
	Upon beginning of Year	21	.0961	25
	Upon beginning of Year	22	.1000	26
	Upon beginning of Year	23	.1038	27
	Upon beginning of Year	24	.1076	28
	Upon beginning of Year	25	.1115	29
	Upon beginning of Year and beyond	26	.1153	30

1 **Section 2.** Regular employees shall accrue vacation leave from their date of hire.

2 **Section 3.** Regular employees shall not be eligible to take or be paid for vacation leave until
3 they have successfully completed their first six months of County service, and if they leave County
4 employment prior to successfully completing their first six months of County service, shall forfeit
5 and not be paid for accrued vacation leave. This section does not prevent employees from using
6 accrued vacation for a qualifying event under the Washington Family Care Act. Regular employees
7 shall be paid for accrued vacation leave to their date of separation up to the maximum accrual amount
8 if they have successfully completed their first six months of County service. Payment shall be the
9 accrued vacation leave multiplied by the employee's regular base rate of pay in effect upon the date
10 of leaving County employment less mandatory withholdings.

11 **Section 4.** The Division Director or designee shall be responsible for establishing a vacation
12 schedule in such a manner as to achieve the most efficient functioning of the division. No person
13 shall be permitted to work for compensation for the County in any capacity during a time of that
14 person's paid vacation from the County service.

15 **Section 5.** Full-time regular employees may accrue up to sixty (60) days vacation. Part-time
16 regular employees may accrue vacation leave up to sixty (60) days prorated to reflect their normally
17 scheduled workweek. Employees shall use vacation leave beyond the maximum accrual amount
18 prior to December 31 of each year. Failure to use vacation leave beyond the maximum accrual
19 amount will result in forfeiture of the vacation leave beyond the maximum amount unless the County
20 has approved a carryover of such vacation leave because of cyclical workloads, work assignments or
21 other reasons as may be in the best interests of the County. In order to be eligible for carryover of
22 vacation leave beyond the maximum accrual, an employee must have made a request to use vacation
23 leave during the calendar year, and the appointing authority must have disapproved such request. In
24 order to be eligible for carryover of excess vacation leave, a written plan must be developed and
25 approved by the employee and appointing authority. This plan must outline how the excess vacation
26 will be used in the next year. The Human Resources Division of the Department of Executive
27 Services as well as the appointing authority must approve all requests for carryover of vacation.
28 Employees may accrue up to four hundred and eighty (480) hours of vacation.

1 **Section 6.** Employees shall not use or be paid for vacation leave until it has accrued and such
2 use or payment is consistent with the provisions of this Article.

3 **Section 7.** No employee shall work for compensation for the County in any capacity during
4 the time that the employee is on vacation leave.

5 **Section 8.** Employees who are FLSA overtime eligible may use vacation in one-quarter (1/4)
6 hour increments, at the discretion of the Division Director or designee. FLSA-exempt employees
7 may use vacation in increments of not less than one (1) day.

8 **Section 9.** In cases of separation from County employment by death of an employee with
9 accrued vacation leave and who has successfully completed his/her first six months of County
10 service, payment of unused vacation leave up to the maximum accrual amount shall be made to the
11 employee's estate, or, in applicable cases, as provided for by state law, R.C.W. Title 11.

12 **Section 10.** If an employee resigns from County employment or is laid off and subsequently
13 returns to County employment within two (2) years from such resignation or lay off, as applicable,
14 the employee's prior County service shall be counted in determining the vacation leave accrual rate
15 under Section 1.

16 **Section 11.**

17 **A.** Any regular employee may donate a portion of his or her accrued vacation leave to
18 another employee who accrues vacation leave, donation will occur upon written request to and
19 approval of the donating and receiving employees' Division Director or designee(s), except that
20 requests for vacation donation made for the purposes of supplementing the sick leave benefits of the
21 receiving employee shall not be denied unless approval would result in a departmental hardship for
22 the receiving department.

23 **B.** The number of hours donated shall not exceed the donor's accrued vacation credit
24 as of the date of the request. No donation of vacation hours shall be permitted where it would cause
25 the employee receiving the transfer to exceed his or her maximum vacation accrual.

26 **C.** Donated vacation leave hours must be used within ninety calendar days following
27 the date of donation. Donated hours not used within ninety days or due to the death of the receiving
28 employee shall revert to the donor. Donated vacation leave hours shall be excluded from vacation

1 leave payoff provisions contained in this Article. For purposes of this Section, the first hours used by
2 an employee shall be accrued vacation leave hours.

3 **D.** All donations of vacation leave made under this section are strictly voluntary.
4 Employees are prohibited from soliciting, offering, or receiving monetary or any other compensation
5 or benefits in exchange for donating leave hours.

6 **E.** All vacation hours donated shall be converted to a dollar value based on the
7 donor's straight time hourly rate at the time of donation. Such dollar value will then be divided by
8 the receiving employee's hourly rate to determine the actual number of hours received. Unused
9 donated vacation shall be reconverted based on the donor's straight time hourly rate at the time of
10 reversion.

11 **ARTICLE 6: SICK LEAVE/BEREAVEMENT LEAVE**

12 **Section 1.** Full-time regular employees and part-time regular employees, shall accrue sick
13 leave benefits at the rate of 0.04616 hours for each hour in pay status exclusive of overtime; except
14 that sick leave shall not begin to accrue until the first of the month following the month in which the
15 employee commenced employment. The employee is not entitled to sick leave if not previously
16 earned.

17 **Section 2.** During the first six months of service, employees eligible to accrue vacation leave
18 may, at the appointing authority's discretion, use any accrued days of vacation leave as an extension
19 of sick leave. If an employee does not work a full six months, any vacation leave used for sick leave
20 must be reimbursed to the County upon termination. This section does not apply to employees using
21 accrued vacation for a qualifying event under the Washington Family Care Act.

22 **Section 3.** Employees who are FLSA overtime eligible may use sick leave in quarter hour
23 increments, at the discretion of the Division Director or designee. FLSA-exempt employees may use
24 sick leave in increments of not less than one (1) day.

25 **Section 4.** There shall be no limit to the hours of sick leave benefits accrued by an eligible
26 employee.

27 **Section 5.** Division management is responsible for the proper administration of the sick leave
28 benefit. Verification of illness from a licensed practitioner may be required for any requested sick

1 leave absence.

2 **Section 6.** Separation from or termination of County employment except by reason of
3 retirement or layoff due to lack of work, funds or efficiency reasons, shall cancel all sick leave
4 accrued to the employee as of the date of separation or termination. Should the employee resign or
5 be laid off and return to County employment within two years, accrued sick leave shall be restored.

6 **Section 7.** Employees eligible to accrue sick leave and who have successfully completed at
7 least five years of County service and who retire as a result of length of service or who terminate by
8 reason of death shall be paid, or their estates paid or as provided for by R.C.W. Title 11, as
9 applicable, an amount equal to thirty-five percent (35%) of their unused, accumulated sick leave
10 multiplied by the employee's rate of pay in effect upon the date of leaving County employment less
11 mandatory withholdings. This sick leave cash-out is subject to the adoption of a Voluntary Employee
12 Beneficiary Association (VEBA).

13 **Section 8.** Accrued sick leave may only be used for the following reasons:

14 A. The employee's bona fide illness; provided, that an employee who suffers an
15 occupational illness may not simultaneously collect sick leave and worker's compensation payments
16 in a total amount greater than the net regular pay of the employee;

17 B. The employee's incapacitating injury, provided that:

18 1. An employee injured on the job may not simultaneously collect sick leave
19 and worker's compensation payments in a total amount greater than the net regular pay of the
20 employee;

21 2. An employee may not collect sick leave for physical incapacity due to any
22 injury or occupational illness which is directly traceable to employment other than with the County.

23 C. Exposure to contagious diseases and resulting quarantine.

24 D. A female employee's temporary disability caused by or contributed to by
25 pregnancy and childbirth.

26 E. The employee's medical, ocular or dental appointments, provided that the
27 employee's Division Director or designee has approved the use of sick leave for such appointments.

28 F. To care for the employee's child or the child of an employee's domestic partner if

1 the child has an illness or health condition which requires treatment or supervision by the employee.
2 A child means a biological, adopted, or foster child, stepchild, a legal ward, or a child of a person
3 standing in loco parentis (in the place of a parent), who is either less than eighteen (18) years old or is
4 more than eighteen (18) years old but is incapable of self-care due to mental or physical disability.

5 **G. Family Medical Leave.** To care for family members or themselves, if:

6 1. For King County Family Medical Leave the employee has been employed
7 by the County for twelve (12) months or more and has actually worked a minimum of one thousand
8 forty (1040) hours (40 hour employee) in the preceding twelve (12) months (paid leaves such as
9 holiday, vacation and sick leave are not considered hours worked) and for Federal Family Medical
10 Leave the employee has worked 1250 hours in the preceding 12 months.

11 2. The family member is the employee's spouse or domestic partner, the
12 parent of the employee, employee's spouse or domestic partner or an individual who stands or stood
13 in loco parentis to the employee, the employee's spouse or domestic partner; and

14 3. The reason for leave is one of the following:

15 a. The birth of a son or daughter and care of the newborn child, or
16 placement with the employee of a son or daughter for adoption or foster care; if the leave is taken
17 within twelve (12) months of the birth, adoption or placement;

18 b. Care of a family member who has a serious health condition.

19 **H.** As otherwise provided by state and federal law, including the Washington Family
20 Care Act.

21 **Section 9.** An employee who has exhausted all of his/her sick leave may use accrued
22 vacation leave as sick leave before going on leave of absence without pay, if approved by his/her
23 Division Director or designee.

24 **Section 10.** Donation of sick leave hours.

25 **A.** Any regular employee may donate a portion of his or her accrued sick leave to
26 another employee who accrues sick leave upon written notice to the donating and receiving
27 employee's Division Director or designee.

28 **B.** No donation shall be permitted unless the donating employee's sick leave accrual

1 balance immediately subsequent to the donation is one hundred hours or more. No employee may
2 donate more than twenty-five (25) hours of his or her accrued sick leave in a calendar year.

3 C. Donated sick leave hours must be used within ninety calendar days. Donated
4 hours not used within ninety (90) days or due to the death of the receiving employee shall revert to
5 the donor. Donated sick leave hours shall be excluded from the sick leave payoff provisions
6 contained in this Article, and sick leave restoration provisions contained in this Article. For purposes
7 of this section, the first hours used by an employee shall be accrued sick leave hours.

8 D. All donations of sick leave are strictly voluntary. Employees are prohibited from
9 soliciting, offering or receiving monetary or any other compensation or benefits in exchange for
10 donating sick leave hours.

11 E. All sick leave hours donated shall be converted to a dollar value based on the
12 donor's straight time hourly rate at the time of donation. Such dollar value will then be divided by
13 the receiving employee's hourly rate to determine the actual number of hours received. Unused sick
14 leave shall be reconverted based on the donor's straight time hourly rate at the time of reconversion.

15 **Section 11. Leave - Organ Donors.**

16 A. The appointing authority shall allow all employees eligible for family leave, sick
17 leave, vacation leave or leave of absence without pay who are voluntarily participating as donors in
18 life-giving or life-saving procedures such as, but not limited to, bone marrow transplants, kidney
19 transplants, or blood transfusions to take five days paid leave without having such leave charged to
20 family leave, sick leave, vacation leave or leave of absence without pay; provided that the employee
21 shall:

22 1. Give the Division Director or designee reasonable advance notice of the
23 need to take time off from work for the donation of bone marrow, a kidney, or other organs or tissue
24 where there is a reasonable expectation that the employee's failure to donate may result in serious
25 illness, injury, pain or the eventual death of the identified recipient.

26 2. Provide written proof from an accredited medical institution, organization
27 or individual as to the need for the employee to donate bone marrow, a kidney, or other organs or
28 tissue or to participate in any other medical procedure where the participation of the donor is unique

1 or critical to a successful outcome.

2 B. Time off from work for the purposes set out above in excess of five (5) working
3 days shall be subject to existing leave policies.

4 **Section 12. Bereavement Leave.**

5 A. Regular, full-time employees shall be entitled to three (3) working days of
6 bereavement leave per instance, due to death of members of their immediate family.

7 B. Regular, full-time employees who have exhausted their bereavement leave, shall
8 be entitled to use sick leave in the amount of three (3) days for each instance when death occurs to a
9 member of the employee's immediate family.

10 C. In cases of family care where no sick leave benefit exists, the employee may be
11 granted leave without pay.

12 D. In the application of any of the foregoing provisions, when a holiday or regular
13 day off falls within the prescribed period of absence, it shall not be charged against the employee's
14 sick leave account nor bereavement leave credit.

15 E. For the purposes of this Article, a member of the immediate family is as follows:
16 spouse, domestic partner, grandparent, parent, child, sibling, siblings of spouse or domestic partner,
17 child-in-law, parent-in-law, grandchild of the employee, or the grandchildren of the employee's
18 spouse or domestic partner.

19 **Section 13. Family Medical Leave.** Employees are eligible for family leave pursuant to
20 County ordinance. To the extent Washington State law provides more extensive benefits for use of
21 paid leave for family care, the Union and Employer recognize that state law shall prevail.

22 **ARTICLE 7: WAGE RATES**

23 **Section 1.** Wage rates for the period from January 1, 2011 through December 31, 2014 shall
24 be in accordance with the job classifications and rates in Addendum A of this Agreement.

25 **Section 2.** New employees shall generally be hired at the first step and advanced to the next
26 higher step upon the completion of six months of continuous service. New employees may be hired
27 in above the first step at the discretion of the Department. Advancement to each succeeding step
28 thereafter shall occur after completion of one additional year of continuous service. Denial of a step

1 increase for cause may be authorized by the Division Director or designee, provided that the
2 employee so affected is served with written notification in advance outlining the reasons for such
3 action and provided with a written review every three months thereafter as long as such denial
4 remains in effect.

5 The current incumbent in the Automated Scale Technician Classification shall be
6 grandfathered as being compensated in accordance with the County's merit pay plan.

7 **Section 3.**

8 A. Employees assigned by proper authority to a Supervisor position shall be
9 compensated at the higher rate for all time so spent.

10 B. Whenever an employee who is performing the same duties as other employees in a
11 classification is assigned limited supervisory duties (such as distribution of work assignments,
12 maintaining a balanced work load among a group and keeping a record of work, production, or
13 attendance over employees in the same classification or a classification having the same entrance
14 salary), and these duties do not justify reallocation to a supervisory classification, the appointing
15 authority may designate the employee as a "lead worker". The "lead worker" performs work under
16 the direction of a supervisor of a higher level who may not be present to give constant supervision to
17 the work because of duties and assignments performed in other areas. The appointing authority has
18 sole discretion regarding the selection or designation of which bargaining unit member is designated
19 as lead worker. An employee designated by the appointing authority as "lead worker" is eligible for
20 shift compensation of seven and one-half percent (7.5%) effective on the date of the assignment. At
21 such time as the "lead-worker" designation is removed, the employee's compensation reverts to the
22 rate received prior to the designation.

23 **Section 4.**

24 A. Due to the County's fiscal situation, employees will not receive a 2011 Cost of
25 Living adjustment in their wages.

26 B. **Effective January 1, 2012**, Employees shall be eligible to receive 90% of the
27 annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index
28 for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the

1 current year). Zero floor and no ceiling.

2 **C. Effective January 1, 2013**, Employees shall be eligible to receive 95% of the
3 annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index
4 for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the
5 current year). Zero floor and no ceiling.

6 **D. Effective January 1, 2014**, Employees shall be eligible to receive 95% of the
7 annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index
8 for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the
9 current year). Zero floor and no ceiling.

10 **Section 5. Shift Premium.** Employees assigned by management to a shift other than a day
11 shift on a straight-time basis shall receive a wage differential of 10% of the hourly rate for all hours
12 worked, provided that the shift is scheduled to start before 6:00 a.m. or end after 5:00 p.m. for a 5-8
13 shift, or the shift is scheduled to start before 6:00 a.m. or end after 6:00 p.m. for a 4-10 shift.

14 **Section 6. Pay Period.** The County may implement a bi-weekly pay period. The parties
15 agree the County has the right to implement a common biweekly payroll system that will standardize
16 pay practices and Fair Labor Standards Act work weeks. The parties agree that applicable provisions
17 of the collective bargaining agreement may be re-opened at any time during the life of this agreement
18 by the County for the purpose of negotiating these standardized pay practices, to the extent required
19 by law.

20 **Section 7. Salary Reopener.** In 2013, the parties will reopen negotiations limited solely for
21 the purpose of negotiating any change in wages due to comparable market total compensation for the
22 classifications of Electrical Inspector and Electronic Communication Specialist only. Each party may
23 conduct a comparable market total compensation survey. If there are any changes as a result of these
24 negotiations they will become effective at a date agreed to by the parties, but in no event earlier than
25 January 1, 2014.

26 **ARTICLE 8: OVERTIME**

27 **Section 1.** Except as otherwise provided in this Article, employees on a five-day schedule
28 shall be paid at the rate of time and one-half for all hours worked in excess of eight in one day,

1 exclusive of lunch period, or forty in one week. Employees on an alternative work schedule shall be
2 paid at the rate of time and one-half for all hours worked in excess of a regularly scheduled day,
3 exclusive of lunch period, or forty in one week.

4 **Section 2.** Overtime shall be compensated for at one and one half (1-1/2) times the regular
5 rate. Employees who are FLSA exempt are expected to put in the number of hours required to
6 perform their job and are not eligible for either overtime or compensation time. Employees who are
7 FLSA overtime eligible will report overtime in quarter hour increments.

8 **Section 3.** All overtime shall be authorized in advance by the Division Director or designee
9 in writing, except in emergencies. Saturday and Sunday work is not overtime when it is a regularly
10 scheduled work day for the individual crew.

11 **Section 4.** Emergency work at other than the normal scheduled working hours, or special
12 scheduled working hours not enumerated above shall be compensated as overtime. In the event this
13 overtime work is accomplished prior to the normal working hours and the employee subsequently
14 works his regular shift, his regular shift shall be compensated at regular time.

15 **Section 5. Call-out Pay.** Employees not on standby that are called into work on an
16 unscheduled basis or because of an emergency, will be paid at the overtime rate of pay from the time
17 of the call/notice and until the time of return to their home (by the most expeditious route possible).
18 Employees shall receive a minimum of four (4) hours at the overtime rate for each call out. Where
19 such overtime exceeds four (4) hours, the actual hours worked shall be allowed at overtime rates.

20 **Section 6.** An employee on standby status shall receive 12.75% of his/her regular base hourly
21 rate of pay for each hour on standby. Standby status requires an employee to remain on standby duty
22 with a pager (within pager range) during time off. If paged the employee will make contact within
23 fifteen (15) minutes and be en route within thirty (30) minutes. Employees shall receive notice in
24 writing prior to assignment on standby duty, except when emergencies interfere with such practice.
25 Employees called into work while on standby shall be paid in accordance with Section 6, except that
26 they shall not receive standby pay during the period of time they receive time and one-half. FLSA
27 exempt employees shall not be eligible for standby pay.

28 **Section 7.** Employees may request to earn compensatory time off in lieu of overtime

1 payment at the appropriate rate. The accrual of compensatory time off shall be at the discretion of the
2 Supervisor. A maximum of up to eighty (80) hours may be accumulated at any time in accordance
3 with County Personnel Guidelines. The use of compensatory time must be requested at least forty-
4 eight (48) hours in advance and will be granted at the discretion of the Supervisor.

5 **Section 8.** FLSA-exempt employees covered under this Agreement are eligible for Executive
6 Leave in accordance with King County policy (Executive Policy PER 8-1-2) as amended.

7 **ARTICLE 9: HOURS OF WORK**

8 **Section 1.**

9 **A.** The parties agree that the standard schedule shall consist of five (5) consecutive
10 work days not to exceed eight (8) hours each exclusive of the meal period, and not to exceed forty
11 (40) hours per week, and shall normally be scheduled Monday through Friday.

12 **B.** The parties agree that the County shall have the right to set more than one standard
13 schedule within the core hours of 6:00 a.m. to 5:00 p.m. so long as the start and quit times for each
14 schedule are on the hour or the half hour.

15 **C.** The parties agree that alternative work schedules are permitted where mutually
16 agreed to between the County and the employee, provided that the schedules shall be consecutive
17 days, Monday-Friday, and between the hours of 6:00 a.m. and 6:00 p.m.

18 **Section 2.**

19 **A.** The parties agree that the County shall have the right to temporarily assign an
20 employee to a temporarily vacant schedule.

21 The County shall give the employee advance notice of a temporary assignment. If the County
22 has less than 10 working days notice and the vacancy arises due to the exercise of a leave benefit
23 contained in this Agreement, the County shall notify the employee no later than the end of the
24 employee's shift the day before the assignment. If the County has ten (10) or more working days
25 notice of a vacancy arising for any reason, the County shall notify the employee no later than seven
26 (7) calendar days before the temporary assignment.

27 **B.** An employee who is assigned to a vacant schedule shall work the schedule for the
28 duration of the absence. If the absent employee returns on other than the first day of a work week,

1 the returning employee shall work the adjusted employee's schedule until the end of the week unless
2 the affected employees agree otherwise.

3 **Section 3.**

4 A. The parties agree that the County shall have the right to establish special schedules
5 for specific projects, provided that the County provides fourteen (14) calendar days of notice and the
6 project and schedule are of at least seven (7) calendar days duration.

7 B. The parties agree that alternative work schedules may also be permitted in special
8 schedules for specific projects where mutually agreed to between the County and employee.

9 **ARTICLE 10: MEDICAL, DENTAL & LIFE INSURANCE**

10 King County presently participates in group medical, dental and life insurance programs. The
11 County agrees to maintain the level of benefits in these plans during the term of this Agreement,
12 provided that the Union and County agree to incorporate changes to employee insurance benefits
13 which the County may implement as a result of the agreement of the Joint Labor-Management
14 Insurance Committee.

15 **ARTICLE 11: SUBCONTRACTING**

16 The County agrees not to contract out work typically performed by currently employed
17 members of the bargaining unit if the contracting of such work eliminates or reduces the normal
18 workload of the bargaining unit. If, in order to secure funding for a specific, time-limited project, the
19 County is required to contract all or part of the work to be performed due to limitations imposed by
20 funding agreement, said contracting will not be considered a violation of this article. The County
21 agrees to provide the Union, upon request, with documentation to support any contracting of work
22 under the terms of this article.

23 **ARTICLE 12: MISCELLANEOUS**

24 **Section 1.** An employee elected or appointed to a union office which requires a part or all of
25 his time shall be given leave of absence without pay upon application.

26 **Section 2.** All employees who have been authorized to use their own transportation on
27 County business shall be reimbursed for mileage at the rate established by ordinance.

28 **Section 3.** The County agrees to provide raingear and rubber boots to employees required to

1 work in inclement weather.

2 **Section 4. Selection Process for Traffic Signal Technician.** Prior to the initiation of any
3 competitive merit-based process to fill a vacant Traffic Signal Technician position, regular employees
4 in this classification shall be given the opportunity to make a lateral transfer to the vacant position.
5 Such lateral transfers shall be accomplished pursuant to the following procedure:

6 1. Written notification of the vacancy shall be provided to all Traffic Signal
7 Technicians who are regularly employed at the time.

8 2. The notification will provide a description of the job that will include the essential
9 job functions and the knowledge, skills and abilities necessary to successfully perform the job. A
10 level II IMSA certification will be a desirable qualification.

11 3. Interested individuals must provide a written letter of interest and/or resume to the
12 Traffic Superintendent outlining/describing their ability to perform each of the essential job functions
13 and how they meet or exceed the necessary knowledge, skills and abilities.

14 4. All interested individuals will have their letter of interest/resume
15 screened/evaluated by Human Resources and one or two signal technicians to determine if they
16 possess the necessary knowledge, skills, and abilities to do the job. Any questions/issues that arise in
17 the course of the screening shall be resolved by the Traffic Superintendent.

18 5. The position will be offered to the most senior Traffic Signal Technician who
19 possesses the necessary knowledge, skills, and abilities to do the job and the desired level II IMSA
20 certification. If there are no candidates with a level II IMSA certification, the position will be offered
21 to the most senior Traffic Signal Technician who possesses the necessary knowledge, skills, and
22 abilities to do the job.

23 6. The selected individual will serve a six-month probationary period in accordance
24 with King County Personnel Guidelines.

25 7. A Traffic Signal Technician who transfers to another position in this classification
26 and does not complete the probationary period (for reasons other than just cause) may elect to return
27 to the former position within six (6) months of the initial transfer if the former position is vacant and
28 available. If the position is not available and as a result the employee separates from County service,

1 the employee will be entitled to recall rights to the former classification in accordance with Section
2 14.4 of the collective bargaining agreement, as if the employee had been laid off on the date of
3 separation.

4 8. If none of the interested regular Traffic Signal Technicians are selected for lateral
5 transfer, the position will be filled through the County's competitive hiring processes.

6 9. Interested regular Traffic Signal Technicians who are not selected through the
7 lateral transfer process may apply for the position during the competitive examination process.

8 **Section 5. Performance Evaluations.** The County may conduct performance evaluations at
9 least annually as part of a systematic and equitable employee performance management system.

10 **Section 6. Boot Allowance.** Bargaining unit employees in the Road Services Division shall
11 be required to protective footwear. Such employees will receive an annual payment of ninety dollars
12 (\$90) to be used toward the purchase of the required footwear. The payment shall be made in the
13 paycheck covering July 15 to employees who are employed on July 15 of that year. The allowance
14 will be subject to regular tax withholdings as may be required under federal and state law.

15 Employees will be responsible to purchase the footwear and are required to wear safety equipment.

16 **ARTICLE 13: GRIEVANCE PROCEDURE**

17 King County recognizes the importance and desirability of settling grievances promptly and
18 fairly in the interest of continued good employee relations and morale and to this end the following
19 procedure is outlined. To accomplish this, every effort will be made to settle grievances at the lowest
20 possible level of supervision.

21 Employees will be unimpeded and free from restraint, interference, coercion, discrimination
22 or reprisal in seeking adjudication of their grievance.

23 **Section 1. Definition: Grievance** - A grievance shall be a dispute between a bargaining unit
24 employee, or the Union, and the County involving the interpretation or application of this Agreement.

25 **Section 2. Procedure**

26 **Step 1** - A grievance shall be verbally presented by the aggrieved employee and
27 representative, if the employee wishes, within ten (10) working days of the occurrence or when the
28 employee could reasonably be expected to know of the occurrence of such grievance to the

1 employee's immediate foreman or supervisor. The immediate supervisor shall gain all relevant facts
2 and shall attempt to adjust the matter and notify the employee within ten (10) working days. If a
3 grievance is not pursued to the next higher level within ten (10) working days, it shall be presumed
4 resolved.

5 **Step 2** - If, after thorough evaluation, the decision of the immediate supervisor has not
6 resolved the grievance to the satisfaction of the employee, the grievance may be presented in writing
7 to the department director or designee. The grievance shall specify the alleged violation along with
8 any relevant facts and dates that support the claim as well as the specific remedy requested. All
9 letters, memoranda, and other written materials shall be made available for the review and
10 consideration of the department director or designee. The director or designee may interview the
11 employee and/or representative and receive any additional related evidence which may be deemed
12 pertinent to the grievance. The director or designee shall make a written decision available within ten
13 working days. If the grievance is not pursued to the next higher level within five working days, it
14 shall be presumed resolved.

15 **Step 3** - If, after thorough evaluation, the decision of the department director or designee has
16 not resolved the grievance to the satisfaction of the employee, the grievance may be presented to the
17 Labor Relations Director or designee. Thereafter, the Business Representative/designee of the Union
18 will meet with the Labor Relations Director or designee and other appropriate personnel for the
19 purpose of resolving the grievance. The meeting shall be scheduled within ten (10) working days of
20 the Step 3 referral.

21 A written reply to the Union shall be made within ten (10) working days after such meeting is
22 concluded.

23 **Step 4** - Should the Step 3 reply not resolve the grievance, either party may request arbitration
24 within fifteen (15) working days of the Step 3 reply and must specify the exact question which it
25 wishes arbitrated. The parties shall then select a disinterested party to serve as an arbitrator. In the
26 event that the parties are unable to agree upon an arbitrator, then the arbitrator shall be selected from
27 a panel of seven arbitrators furnished by the American Arbitration Association. The arbitrator will be
28 selected from the list by both the County representative and the Union, each alternately striking a

1 name from the list until only one name remains. The arbitrator, under voluntary labor arbitration
2 rules of the Association, shall be asked to render a decision promptly and the decision of the
3 arbitrator shall be final and binding on both parties.

4 The arbitrator shall have no power to change, alter, detract from or add to the provisions of
5 this Agreement, but shall have the power only to apply and interpret the provisions of this Agreement
6 in reaching a decision.

7 The arbitrator's fee and expenses and any court reporter's fee and expenses shall be borne
8 equally by both parties. Each party shall bear the expenses and fees of its representatives, attorneys,
9 and of any witnesses appearing on that party's behalf regardless of the outcome of the hearing.

10 No matter may be arbitrated which the County by law has no authority over, has no authority
11 to change, or has been delegated to any civil service commission or personnel board as defined in
12 R.C.W. 41.56.

13 There shall be no strikes, cessation of work or lockout during such conferences or arbitration.

14 **ARTICLE 14: REDUCTION IN FORCE AND REHIRE**

15 **Section 1.** Employees laid off as a result of a reduction in force shall be laid off according to
16 seniority within the division and classification with the employee with the least time being the first to
17 go. In the event there are two or more employees eligible for layoff within the division with the same
18 classification and seniority, the Division Director or designee will determine the order of layoff based
19 on employee performance.

20 **Section 2.** When a reduction in force is necessary, the Union and the employees who may be
21 affected shall be notified at least thirty (30) days prior to the effective date. At such time as a
22 reduction in force is of such an emergency nature as to prevent thirty (30) days notice, the earliest
23 possible notification will be given.

24 **Section 3.** Employees in a higher classification who have been notified of layoff may use
25 seniority to bump the least senior employee in a lower classification within the bargaining unit
26 provided they are qualified.

27 **Section 4.** Employees laid off will be eligible for rehire into positions of the same
28 classification according to seniority with King County. That is, the employee laid off last will be the

1 first rehired.

2 **ARTICLE 15: EQUAL EMPLOYMENT OPPORTUNITY**

3 **Section 1.** The County shall not unlawfully discriminate against any employee in
4 employment on the basis of race, color, creed, religion, national origin, age, marital status, sex, sexual
5 orientation, political ideology, ancestry, or the presence of a sensory, mental or physical disability.
6 Allegations of unlawful discrimination shall not be a proper subject for the grievance arbitration
7 procedure pursuant to Article 13, Section 2, Step 4 of this agreement. Such allegations that are not
8 resolved through Article 13, Section 2, Step 3 of the grievance procedure may be referred by the
9 grievant to the appropriate government agency.

10 **ARTICLE 16: SAVINGS CLAUSE**

11 Should any part hereof or any provision herein contained be rendered or declared invalid by
12 reason of any existing or subsequently enacted legislation or by any decree of a court of competent
13 jurisdiction, such invalidation of such part or portions of this Agreement shall not invalidate the
14 remaining portions hereof; provided, however, upon such invalidation the parties agree to meet and
15 negotiate such parts or provisions affected. The remaining parts or provisions shall remain in full
16 force and effect.

17 **ARTICLE 17: WORK STOPPAGES AND EMPLOYER PROTECTION**

18 **Section 1.** The employer and the signatory organization agree that the public interest requires
19 efficient and uninterrupted performance of all County services and to this end pledge their best efforts
20 to avoid or eliminate any conduct contrary to this objective. Specifically, the signatory organization
21 shall not cause or condone any work stoppage, including any strike, slowdown, or refusal to perform
22 any customarily assigned duties, sick leave absence which is not bona fide, or other interference with
23 County functions by employees under this Agreement, and should same occur, the signatory
24 organization agrees to take appropriate steps to end such interference. Any concerted action by any
25 employees in any bargaining unit shall be deemed a work stoppage if any of the above activities have
26 occurred. Being absent without authorized leave shall be considered as an automatic resignation.
27 Such a resignation may be rescinded by the Division Director or designee if the employee presents
28 satisfactory reasons for his absence within three calendar days of the date his automatic resignation

1 became effective.

2 **Section 2.** Upon notification in writing by the County to the signatory organization that any
3 of its members are engaged in a work stoppage, the signatory organization shall immediately, in
4 writing, order such members to immediately cease engaging in such work stoppage and provide the
5 County with a copy of such order. In addition, if requested by the County, a responsible official of
6 the signatory organization shall publicly order such signatory organization employees to cease
7 engaging in such a work stoppage.

8 **Section 3.** Any employee who commits any act prohibited in this section will be subject in
9 accord with the County's Work Rules to the following action or penalties:

10 1. Discharge

11 2. Suspension or other disciplinary action as may be applicable to such employee.

12 **ARTICLE 18: WAIVER CLAUSE**

13 The parties acknowledge that each has had the unlimited right within the law and the
14 opportunity to make demands and proposals with respect to any matter deemed a proper subject for
15 collective bargaining. The results of the exercise of that right and opportunity are set forth in this
16 Agreement. Therefore, the County and the signatory organization, for the duration of this
17 Agreement, each agree to waive the right to oblige the other party to bargain with respect to any
18 subject or matter not specifically referred to or covered in this Agreement.

1 **ARTICLE 19: DURATION**

2 This agreement shall become effective upon conclusion of the approval process by the King
3 County Council and shall cover the period January 1, 2011 through December 31, 2014. Written
4 notice of desire to modify this agreement shall be served by either party upon the other at least sixty
5 (60) days prior to the date of expiration, namely October 31, 2013.

6
7 APPROVED this 30 day of MAY, 2012.

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11 By: Don Constance
12 King County Executive

13
14
15 International Brotherhood of Electrical Workers, Local 77:

16
17 Don Guillot
18 Don Guillot
19 Business Manager/Financial Secretary
20
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28

1
2 **cba Code: 100**

**Union Codes: E1
E1A**

3
4 **International Brotherhood of Electrical Workers, Local 77**

5
6 **ADDENDUM "A" - WAGE RATES**

7

8 Job Class Code	9 PeopleSoft Job Code	10 Classification Title	11 Range
12 8302100	832102	Automated Scale Technician	56
13 5327100	838501	Electrical Inspector	58
14 8308100	835401	Electronic Communication Specialist	58
15 8303100	833101	Electronic Communication Technician I	42
16 8303200	832201	Electronic Communication Technician II	56
17 8307100	835301	Traffic Signal Technician	56

18 **Steps 4, 6, 8, and 10 of the squared table salary ranges shall be used,**
19 **unless otherwise referenced in this agreement.**
20 **The Shift Differential is 10%.**

21

22 Job Class Code	23 PeopleSoft Job Code	24 Classification Title	25 Range
26 8700100	877104	Supervisor I	58
27 8700200	871204	Supervisor II	64

28 **Steps 4, 6, 8, and 10 of the squared table salary ranges shall be used.**