

**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.

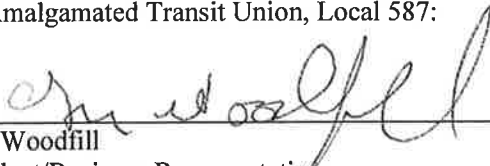
9. The Union agrees that drilling of holes in stanchions, the work at issue in the Holmes grievance, is an example of a non-exclusive tasks and may be assigned to either the Mechanic classification or the Sheet Metal Worker classification.

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.

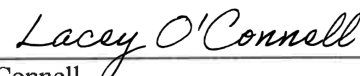
For Amalgamated Transit Union, Local 587:



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