



KING COUNTY
Signature Report

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

January 15, 2013

Labor Policy

Proposed No. LP2013-036.1

Sponsors

1 Labor Policy related to interest arbitration

2 STATEMENT OF FACTS:

3 1. The binding interest arbitration process established by state law in chapter
4 41.56 RCW is limited to certain defined classes of employees, such as "uniformed
5 personnel."

6 2. Court protection officers (operationally referred to as "King County Sheriff
7 Marshals") do not fall within the statutory definition of "uniformed personnel" in RCW
8 41.56.030 or within any of the other classes of employees who are eligible for interest
9 arbitration under state law.

10 3. On a limited trial basis, the county council is open to the county's bargaining
11 agents negotiating contract language extending binding interest arbitration to court
12 protection officers. Any trial agreed to by the county's bargaining agents should be
13 limited to one interest arbitration, after which the council, in consultation with the
14 county's bargaining agents, may consider whether the trial should continue.

15 FOR THE FOREGOING REASONS, LP 2010-031, Section I.6, and LAB 3-020
16 are each hereby amended to read as follows:

17 It shall be the policy of King County that binding interest arbitration only be
18 extended to those represented groups of County employees (~~where the provision of~~
19 ~~service by those employees is essential and absence of which would pose an immediate~~

20 ~~and dire threat to the public health, safety and welfare.))~~ who are eligible for interest
21 arbitration under state law, except as otherwise provided in county labor policy.

22 On a trial basis and subject to the following conditions, the county council
23 supports allowing the county's bargaining agents to negotiate binding interest arbitration
24 for court protection officers (operationally referred to as "King County Sheriff
25 Marshals"). It is understood that such a concession by the county would be made in
26 exchange for a corresponding concession or concessions by the court protection officers
27 in collective bargaining. Any interest arbitration provision in a collective bargaining
28 agreement with court protection officers should, by its explicit terms, provide that neither
29 the issue of whether to include an interest arbitration provision in a subsequent collective
30 bargaining agreement nor the terms of any such provision are subject to interest
31 arbitration. The county's bargaining agents may, in their discretion, negotiate the
32 inclusion in any interest arbitration provision of terms such as: (1) whether interest
33 arbitration must be preceded by mediation; (2) the process for selecting an arbitrator; (3)
34 the scope of the issues to be arbitrated; (4) the form of interest arbitration (for example,
35 conventional vs. "final offer"); (5) the criteria to be used by the arbitrator in reaching a
36 decision, such as the designation of comparable jurisdictions; and (6) the procedures to be
37 followed in arbitration. This paragraph is effective only until one interest arbitration with
38 court protection officers has been conducted, whereupon the council shall review the
39 facts and circumstances of the arbitration. The county's bargaining agents should attempt
40 to negotiate a requirement that the

41

42 arbitrator consider the county's obligation to protect and advance the interests and
43 welfare of county residents and the financial ability of the county to do so.

44

45 The committee determines that this labor policy shall be _____ maintained as
46 confidential OR made public.

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48 Labor Policy 2013-036 was passed as amended by the Metropolitan King County Council
49 on 01/14/13, by the following vote:

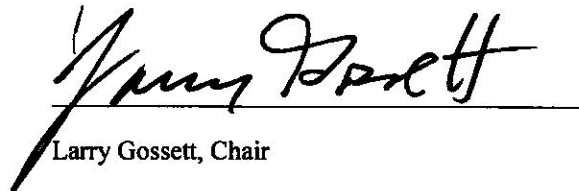
50

51 Votes: Yes: 5 - Mr. Dunn, Mr. Ferguson, Ms. Hague, Mr. Phillips and Mr. von
52 Reichbauer

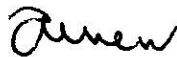
53 No: 4 - Ms. Lambert, Mr. McDermott, Ms. Patterson and Mr. Gossett

54 Excused: 0

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON


Larry Gossett, Chair

ATTEST:



Anne Noris, Clerk of the Council

Attachments: None