

**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
JOINT CRAFTS COUNCIL, CONSTRUCTION CRAFTS  
ADDRESSING THE 2011 BUDGET CRISIS**

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of \$60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by the following Unions:

<b>cba Code</b>	<b>Union</b>	<b>Contract</b>
350	Pacific Northwest Regional Council of Carpenters, Local 30	Joint Crafts Council, Construction Crafts - Appendix A
350	International Association of Machinists and Aerospace Workers Local 289	Joint Crafts Council, Construction Crafts - Appendix B
350	International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers Lodge No. 104	Joint Crafts Council, Construction Crafts - Appendix C
350	International Brotherhood of Electrical Workers Local 46	Joint Crafts Council, Construction Crafts - Appendix D
350	International Union of Painters and Allied Trades District Council 5	Joint Crafts Council, Construction Crafts - Appendix E
350	United Association of Plumbers and Pipefitters Local 32	Joint Crafts Council, Construction Crafts - Appendix F
350	UNITEHERE! Local 8	Joint Crafts Council, Construction Crafts - Appendix G
350	International Union of Operating Engineers Local 286	Joint Crafts Council, Construction Crafts - Appendix H
350	Laborers' International Union of North America Local 1239	Joint Crafts Council, Construction Crafts - Appendix I

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and Joint Crafts Council, Construction Crafts agree as follows.

1. The parties have negotiated that all employees covered by collective bargaining agreements that are open on the subject of 2011 Cost of Living pay adjustments and represented by the aforementioned Unions will not receive a 2011 Cost of Living pay adjustment.

The parties agree that wages will be increased by percentage amounts shown below:

**A. 2012 COLA**

Employees shall be eligible to receive 90% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

**B. 2013 COLA**

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

**C. 2014 COLA**

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

The parties agree when significant shifts in economic and fiscal conditions occur during the term of this agreement, the parties agree to reopen negotiations for COLA when triggered by either an increase in the King County unemployment rate of more than 2 percentage points compared with the previous year or a decline of more than 7% in County retail sales as determined by comparing current year to previous year. Data will be derived from Washington State Department of Revenue. By no later than July 30th of each year of this agreement, the county will assess whether the economic measurements listed above trigger contract reopeners on COLA for the subsequent year.

2. Employees covered by this Agreement will be eligible to receive, in 2011, 2012, 2013 and 2014, other forms of compensation adjustments as provided for in their collective bargaining agreement.

3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.

4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011 through 2012.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of the aforementioned Unions.

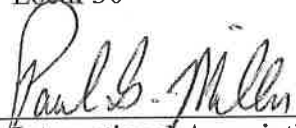
7. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated.

8. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2014.

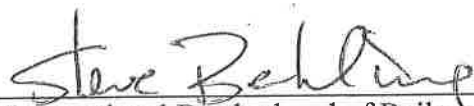
9. The parties hereby agree that if, subsequent to the execution of this Agreement, the County reaches an agreement with the Amalgamated Transit Union, Local 587 (ATU) related to the 2011 COLA that is more favorable, this entire agreement will be reopened for negotiations for those bargaining units eligible for interest arbitration.

By:   
Pacific Northwest Regional Council of Carpenters  
Local 30

Date: 2/27/13

By:   
International Association of Machinists and Aerospace  
Workers Local 289

Date: 3-11-13

By:   
International Brotherhood of Boilermakers, Iron Ship  
Builders, Blacksmiths, Forgers and Helpers  
Lodge No. 104

Date: 3-1-13

By: Janet Lewis  
International Brotherhood of Electrical Workers  
Local 46

Date: 2-27-13

By: [Signature]  
International Union of Painters and Allied Trades  
District Council 5

Date: 3/4/13

By: Steve Menne  
United Association of Plumbers and Pipefitters  
Local 32

Date: 3-6-13

By: Joseph M. Miller  
UNITEHERE! Local 8

Date: 3/6/13

By: [Signature]  
International Union of Operating Engineers  
Local 286

Date: 3/4/13

By: Joseph Bowen Jefferson  
Laborers' International Union of North America  
Local 1239

Date: 03/07/2013

For King County:

P. Cole-Tindall  
Patti Cole-Tindall, Director  
Office of Labor Relations  
King County Executive Office

3-11-13  
Date