

Memorandum of Agreement
By and Between
King County
and
International Organization of Masters, Mates and Pilots (MM&P)
and
Marine Engineers' Beneficial Association (MEBA)
and
Inlandboatmen's Union of the Pacific (IBU)

Subject: Deckhand Bump-up to Captain Agreement

Background:

The purpose of this Agreement is to improve the process whereby Deckhands bump-up to Captain and ensure service reliability for the King County Water Taxi.

Currently, six King County Marine Division (KCMD) employees in the Deckhand classification possess a Master 100 ton license (Masters License), which is necessary to operate a King County Water Taxi. In the event a regular Water Taxi Captain calls in sick or a Captain shift becomes unexpectedly vacant, this Agreement improves the process whereby a Deckhand may serve as Captain. Additionally, this Agreement aims to streamline several related administrative processes that support Water Taxi operations.

Agreement:

The parties agree to the terms outlined below that modify and replace provisions in the International Organizations of Masters, Mates and Pilots, Marine Engineers' Beneficial Association and Inlandboatmen's Union of the Pacific Collective Bargaining Agreement for January 1, 2014 through December 31, 2017 as follows:

Section 12.8 Deckhands Serving as Captains. The King County Marine Division (KCMD) shall maintain a Captain's Eligibility List of County employees in the Deckhand classification that are trained, qualified, licensed, and approved by KCMD to perform Captain duties and are available for special duty assignment purposes. For purposes of this section, eligible Deckhands shall include all career service Deckhands and special duty assignment Deckhands that are; a) assigned to a special duty Deckhand position for a duration greater than six months; and b) have completed the first six months of the special duty Deckhand assignment. In the event that an employee accepts

a subsequent special duty Deckhand assignment with a duration of 30 days or more and has previously been an “eligible Deckhand” the parties may mutually agree to alternative requirements for said employee to be designated as an eligible Deckhand. In the absence of mutually agreed alternative requirements, the requirements of a) and b) above shall apply.

A. Captain’s Eligibility List: KCMD may place eligible deckhands on the Captain’s Eligibility List when they successfully complete the County’s required Captain training for all vessels (“Captain Checkoff”) and are needed to meet business needs. KCMD may add or remove Deckhands on the Captain’s Eligibility List as follows:

i. Operational reasons: KCMD may reduce the number of Deckhands on the Captain’s Eligibility List by selecting Deckhands to be removed from the list in inverse seniority order of the date they received their final Captain Checkoff. Similarly, KCMD may add Deckhands to the Captain’s Eligibility List based on operational needs in seniority order of the date a Deckhand receives his or her final Captain Checkoff.

ii. Personnel reasons: KCMD may remove or exclude Deckhands from the Captain’s Eligibility List based on disciplinary action or refusal to bump-up to Captain while on watch. KCMD may temporarily remove Deckhands from the Captain’s Eligibility List during an investigation or other significant personnel issue.

B. Deckhand Bump-up to Captain Process: When KCMD determines the need for a Deckhand to act as Captain, the Division Manager or designee will contact eligible Deckhands currently assigned to the watch in need. If more than one Deckhand regularly assigned to a watch is on the Captain’s Eligibility List, they shall rotate available Captain shifts and track this rotation on the vessel. Deckhands that are regularly assigned to a watch shall have priority bump-up on their assigned watch over other eligible Deckhands temporarily dispatched to their watch. Any Deckhands that are asked to bump-up on a watch must serve as Captain.

If no Deckhands serving on a watch (i.e., shift) are on the Captain’s Eligibility List, then the dispatch will be made to the most senior eligible Deckhand to serve as the Captain and proceed down the list based on availability.

KCMD may vary the order in which a special assignment is dispatched due to an emergent situation and/or the length of the assignment in order to avoid overtime costs or sailing cancellations. Nothing in this section is intended to limit or replace the existing process whereby other employees in the Captain classification are asked to cover Captain shifts.

C. Eligible Deckhand Stipend

Eligible Deckhands shall receive a monthly stipend of \$50.00 per month if all the following criteria are met:

- 1) Career Service status;
- 2) Benefit Eligible;
- 3) Captain's Checkoff complete; and,
- 4) Active status on the Captain's Eligibility List on first of the month.

The stipend pay will be paid prospectively after the Agreement is signed by the parties, approved by Council and implemented in PeopleSoft.

D. Seniority and Dues

i. A Deckhand serving as a Captain on a seasonal or daily basis will continue to accrue seniority from his or her present bargaining unit and retain reversion rights to his or her previously held position, as long as he/she maintains membership in the IBU.

ii. A Deckhand acting as a Captain for more than 240 hours will be required to submit an application to join the MM&P.

iii. A Deckhand who holds the proper qualifications and United States Coast Guard License to work as Captain for King County and who has worked more than 240 hours as a Captain for King County shall be known as a "Permit Employee."

iv. If a Permit Employee accepts a Career Service Captain's position, the provisions of the current collective bargaining agreement will apply.

v. Permit Employees will be allowed to continue work on an intermittent basis beyond 240 hours. Dues for these employees will be one-half (1/2) of the regular dues rate.

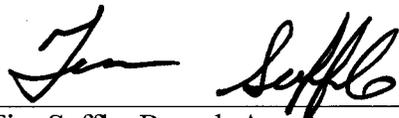
Article 13: On Call Employees

Section 13.1 The vacation accrual rate for an on call employee hired into a regular career service position shall be based on the length of service as an on call employee.

Section 13.2 If there has been one request for work and the on call employee has not worked for the County in the previous 12 months, the County will provide notice to the Union about removing employees from the on call list. After receipt of notice, the Union may request to discuss the reasons an on call employee was removed from the on call list.

Section 13.3 The parties may request to reopen negotiations for the purpose of discussing the creation of a float pool staffed by regular employees.

For International Organization of Masters, Mates and Pilots:



Captain Tim Saffle, Branch Agent

6/30/16
Date

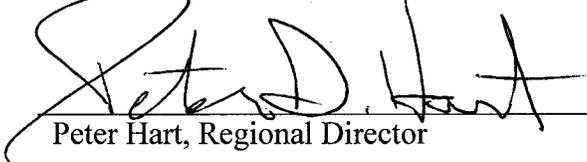
For Marine Engineers' Beneficial Association:



Jeff Duncan, MEBA Branch Agent

6/30/16
Date

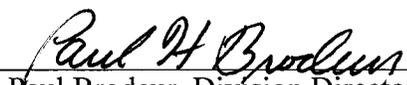
For Inland Boatmen's Union of the Pacific:



Peter Hart, Regional Director

6/30/16
Date

For King County:



Paul Brodeur, Division Director
King County Marine Division

6/30/16
Date

For King County:



Andre Chevalier, Labor Negotiator
Office of Labor Relations
King County Executive Office

6/30/16
Date