

**AGREEMENT BETWEEN**  
**UNIFORMED COMMAND ASSOCIATION**  
**DEPARTMENT OF ADULT AND JUVENILE DETENTION**  
**AND**  
**KING COUNTY**

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28

ARTICLE 1:	POLICY AND PURPOSE.....	1
ARTICLE 2:	ASSOCIATION RECOGNITION AND MEMBERSHIP.....	1
ARTICLE 3:	MANAGEMENT RIGHTS.....	1
ARTICLE 4:	ASSOCIATION REPRESENTATION.....	2
ARTICLE 5:	HOLIDAYS.....	3
ARTICLE 6:	VACATION.....	5
ARTICLE 7:	SICK LEAVE.....	6
ARTICLE 8:	OTHER LEAVES.....	8
ARTICLE 9:	WAGE RATES.....	10
ARTICLE 10:	OVERTIME AND CALLBACK.....	11
ARTICLE 11:	HOURS OF WORK.....	12
ARTICLE 12:	MEDICAL, DENTAL, AND LIFE INSURANCE PROGRAMS.....	13
ARTICLE 13:	MISCELLANEOUS.....	13
ARTICLE 14:	GRIEVANCE PROCEDURE.....	15
ARTICLE 15:	FURLOUGH AND SHIFT ASSIGNMENTS.....	17
ARTICLE 16:	FIREARMS.....	18
ARTICLE 17:	TRAINING AND EDUCATION REIMBURSEMENT.....	19
ARTICLE 18:	SAVINGS CLAUSE.....	19
ARTICLE 19:	WAIVER CLAUSE.....	19
ARTICLE 20:	REDUCTION IN FORCE.....	20
ARTICLE 21:	DURATION.....	21
APPENDIXA:	FIREARMS RE-QUALIFICATION.....	22
ADDENDUM A:	WAGE RATES	
ADDENDUM B:	MEMORANDUM OF AGREEMENT: Regarding Insured Benefits (2017-2018 JLMIC BENEFITS AGREEMENT)	
	Attachment A KingCare	
	Attachment B Group Health	
	Attachment C HRA VEBA	

1                                   **AGREEMENT BETWEEN**  
2                                   **UNIFORMED COMMAND ASSOCIATION**  
3                                   **DEPARTMENT OF ADULT AND JUVENILE DETENTION**  
4                                   **AND**  
5                                   **KING COUNTY**

6 **ARTICLE 1: POLICY AND PURPOSE**

7           **Section 1. Policy:** These articles constitute an Agreement, terms of which have been  
8 negotiated in good faith between King County and its Department of Adult and Juvenile Detention,  
9 hereinafter referred to as the Employer, and Adult and Juvenile Detention Uniformed Command  
10 Association, hereinafter referred to as Association. This agreement shall be subject to approval by  
11 ordinance of the County Council of King County, Washington.

12           **Section 2. Purpose:** The intent and purpose of this Agreement is to set forth the wages,  
13 hours, and other working conditions of such employees in appropriate bargaining units, provided the  
14 County has authority to act on such matters, and further provided that the matter has not been  
15 delegated to any civil service commission or personnel board similar in scope, structure, and  
16 authority as defined in RCW 41.56.

17 **ARTICLE 2: ASSOCIATION RECOGNITION AND MEMBERSHIP**

18           **Section 1. Exclusive Recognition:** The King County Council recognizes the signatory  
19 organization as representing Corrections Captains in the Department of Adult and Juvenile Detention.

20           **Section 2. Employment Lists:** The County will transmit to the Association a current listing  
21 of all employees in the bargaining unit within thirty (30) days of request for same but not to exceed  
22 twice per calendar year. Such list shall include the name of the employee, classification, department,  
23 and salary.

24 **ARTICLE 3: MANAGEMENT RIGHTS**

25           It is recognized that the Employer retains the right to manage the affairs of the County and to  
26 direct the work force. Such functions of the employer include, but are not limited to the following:  
27 Determine the mission, budget, organization, number of employees, and internal security practices of  
28 the Department of Adult and Juvenile Detention; Implement and utilize recording video cameras in

1 all facilities excluding Captains' Office space or any other area prohibited by law; recruit, examine,  
2 promote, train employees of its choosing and determine the time and methods of such action;  
3 discipline, suspend, demote, or dismiss employees for just cause; assign and direct the work force;  
4 develop and modify class specifications; determine the method, manner, materials, and tools to  
5 accomplish the work; designate duty stations; and assign employees to those duty stations; establish  
6 reasonable work rules; assign hours of work and take whatever actions may be necessary to carry out  
7 the Department's mission in the case of emergency. In prescribing policies and procedures relating  
8 to personnel and practices, and to the conditions of employment, the Employer will comply with state  
9 law to negotiate or meet and confer, as appropriate.

10 The County may implement a performance evaluation program during the term of the  
11 collective bargaining agreement, after meeting and conferring with the Association in advance.

12 All of the functions, rights, powers, and authority of the Employer not specifically abridged,  
13 deleted, or modified by this Agreement are recognized by the Association as being retained by the  
14 Employer.

15 **ARTICLE 4: ASSOCIATION REPRESENTATION**

16 **Section 1. Negotiation:** Employees who are elected to serve on the Association negotiating  
17 committee shall be allowed time off from duty to attend negotiating meetings with the County  
18 provided, however, that the total cumulative time expended during negotiations does not exceed two  
19 (2) staff hours at County expense for every one (1) hour of negotiations, and provided further, that  
20 prior approval is granted by the Department Director.

21 **Section 2. Association Representatives:** The Department shall afford Association  
22 representatives a reasonable amount of time while on-duty status to consult with appropriate  
23 management officials and/or aggrieved employees, provided that the Association representatives  
24 and/or aggrieved employees contact their immediate supervisors, indicate the general nature of the  
25 business to be conducted, and request necessary time without undue interference with assignment  
26 duties.

27 The Department shall have the option of requiring time spent on such activities to be recorded  
28 by the Association representatives on a time sheet provided by the supervisor. Association

1 representative shall guard against use of excessive time in handling such responsibilities.

2 **ARTICLE 5: HOLIDAYS**

3 **Section 1. Observed Holidays:** The parties shall continue to observe the following paid  
4 holidays:

<b>Holiday</b>	
New Year's Day	(January 1)
Martin Luther King, Jr.'s Day	(day of observance)
President's Day	(day of observance)
Memorial Day	(day of observance)
Independence Day	(day of observance)
Labor Day	(day of observance)
Veteran's Day	(day of observance)
Thanksgiving Day	(day of observance)
Friday following Thanksgiving	
Christmas Day	(December 25)

21 Holidays shall be observed on the dates identified above and otherwise in accordance with  
22 RCW 1.16.050, as amended.

23 **Section 2. Holiday Pay:** All employees shall take holidays on the day of observance unless  
24 their work schedule requires otherwise for continuity of services, in which event, pay for such work  
25 will be done at one and one-half times the regular rate and the employee shall be eligible for either an  
26 additional 8 hours of pay at the straight-time regular rate or 8 hours of leave to be added to their  
27 accrued vacation, at the employee's option. Annually, no later than February 1st, employees shall  
28 make a selection for how they want their holiday hours credited for the year (pay or leave). In the