

**Master Labor Agreement (MLA) - Appendix 50
 Agreement Between King County
 And
 Service Employees International Union, Local 925
 Wastewater Treatment Division - Department of Natural Resources & Parks
 [011]**

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1 **DEFINITIONS**

2 **Business Teams** - The work groups assigned by management to plan, monitor, evaluate, and carry
3 out work assignments and operational standards within their area of responsibility.

4 **Classification** - A position, whose duties, responsibilities, and authority are allocated to a single
5 descriptive title.

6 **Classification Family** - Those classifications within job progression through which employees can
7 move by meeting the requirements of the Job Progression Program.

8 Examples:

9 Wastewater Treatment Operator In Training
10 Wastewater Treatment Operator
11 Wastewater Treatment Senior Operator

} Classification Family

12 Industrial Maintenance Mechanic
13 Industrial Master Mechanic

} Classification Family

14
15 **Emergency** - an unforeseen combination of circumstances or the resulting state that calls for
16 immediate action.

17 **“Full-time Employee”** - An employee in a regular position which has an established work schedule
18 of not less than forty (40) hours per week.

19 **“Full-time regular position”** means a regular position that has an established work schedule of not
20 less than thirty-five hours per week in those work units in which a thirty-five hour week is standard,
21 or of not less than forty hours per week in those work units in which a forty-hour week is standard.

22 **“Part-time employee”** means an employee employed in a part-time position. Under Section 550 of
23 the charter, part-time employees are not members of the career service.

24 **“Part-time position”** means an other than a regular position in which the part-time employee is
25 employed less than half time, that is less than nine hundred ten hours in a calendar year in a work unit
26 in which a thirty-five hour work week is standard or less than one thousand forty hours in a calendar
27 year in a work unit in which a forty-hour work week is standard, except as provided elsewhere in this
28 chapter. Where the standard work week falls between thirty-five and forty hours, the manager, in

1 consultation with the department, is responsible for determining what hour threshold will apply.

2 Part-time position excludes administrative intern.

3 **“Part-time regular employee”** means an employee employed in a part-time regular position and, for
4 part-time career service positions, is not serving a probationary period. Under Section 550 of the
5 charter, such part-time regular employees are members of the career service.

6 **“Part-time regular position”** means a regular position in which the part-time regular employee is
7 employed for at least nine hundred ten hours but less than a full-time basis in a calendar year in a
8 work unit in which a thirty-five hour work week is standard or for at least one thousand forty hours
9 but less than a full-time basis in a calendar year in a work unit in which a forty-hour work week is
10 standard. Where the standard work week falls between thirty-five and forty hours, the manager, in
11 consultation with the department, is responsible for determining what hour threshold will apply.

12 **“Temporary employee”** means an employee employed in a temporary position and in addition,
13 includes an employee serving a probationary period or is under provisional appointment. Under
14 Section 550 of the charter, temporary employees shall not be members of the career service.

15 **“Temporary position”** means a position that is not a regular position as defined in this chapter and
16 excludes administrative intern. Temporary positions include both term-limited temporary positions
17 as defined in this chapter and short-term (normally less than six months) temporary positions in
18 which a temporary employee works less than nine hundred ten hours in a calendar year in a work unit
19 in which a thirty-five hour work week is standard or less than one thousand forty hours in a calendar
20 year in a work unit in which a forty hour work week is standard, except as provided elsewhere in this
21 chapter. Where the standard work week falls between thirty-five and forty hours, the manager, in
22 consultation with the department, is responsible for determining what hour threshold will apply.

23 **“Term-limited temporary employee”** means a temporary employee who is employed in a term-
24 limited temporary position. Term-limited temporary employees are not members of the career
25 service. Term-limited temporary employees may not be employed in term-limited temporary
26 positions longer than three years beyond the date of hire, except that for grant-funded projects capital
27 improvement projects and information systems technology projects the maximum period may be
28 extended up to five years upon approval of the manager. The manager shall maintain a current list of

1 all term-limited temporary employees by department.

2 **“Term-limited temporary position”** means a temporary position with work related to a specific
3 grant, capital improvement project, information systems technology project or other nonroutine,
4 substantial body of work, for a period greater than six months. In determining whether a body of
5 work is appropriate for a term-limited temporary position, the appointing authority will consider the
6 following:

7 1. Grant-funded projects: These positions will involve projects or activities that are funded
8 by special grants for a specific time or activity. These grants are not regularly available to or their
9 receipt predictable by the county;

10 2. Information systems technology projects: These positions will be needed to plan and
11 implement new information systems projects for the county. Term-limited temporary positions may
12 not be used for ongoing maintenance of systems that have been implemented;

13 3. Capital improvement projects: These positions will involve the management of major
14 capital improvement projects. Term-limited temporary positions may not be used for ongoing
15 management of buildings or facilities once they have been built;

16 4. Miscellaneous projects: Other significant and substantial bodies of work may be
17 appropriate for term-limited temporary positions. These bodies of work must be either nonroutine
18 projects for the department or related to the initiation or cessation of a county function, project or
19 department;

20 5. Seasonal positions: These are positions with work for more than six consecutive months,
21 half-time or more, with total hours of at least nine hundred ten in a calendar year in a work unit in
22 which a thirty-five hour work week is standard or at least one thousand forty hours in a calendar year
23 in a work unit in which a forty hour work week is standard, that due to the nature of the work have
24 predictable periods of inactivity exceeding one month. Where the standard work week falls between
25 thirty-five and forty hours, the manager, in consultation with the department, is responsible for
26 determining what hour threshold will apply; and

27 6. Temporary placement in regular positions: These are positions used to back fill regular
28 positions for six months or more due to a career service employee’s absence such as extended leave

1 or assignment on any of the foregoing time-limited projects.

2 All appointments to term-limited temporary positions will be made by the appointing
3 authority in consultation with the manager before the appointment of term-limited temporary
4 employees.

5 **Job Progression** - a reclassification system that provides employees the opportunity to advance from
6 one level in a classification family to the next higher levels of the classification family based upon the
7 employee's meeting specific criteria that demonstrates that the employee possesses the knowledge,
8 skills and abilities to perform the full scope of duties required at the higher level. Job progression
9 does not require job openings to enable the employee to advance. The Employer and the Union agree
10 that job progression supports the Wastewater Treatment Division's future workforce needs and is
11 consistent with King County's workforce management philosophy of providing County employees
12 with internal advancement opportunities.

13 **Opening** - a vacancy the Employer has determined should be filled.

14 **Pager** - one that pages; esp., beeper

15 **Salaried Employee** - defined by the state Minimum Wage Act (MWA) and the Fair Labor Standards
16 Act (FLSA) and is exempt from the overtime requirements of the FLSA and MWA and is expected to
17 work the hours necessary to satisfactorily perform his/her job.

18 **Transfer** - movement between business teams.

19 **Vacancy** - an unfilled position resulting from retirement, termination, promotion, demotion, or the
20 creation of a new position.

21 **PREAMBLE**

22 This Agreement is the result of collaborative bargaining process that reflects the relationship
23 between King County (the Employer) and the Service Employees International Union, Local 925 (the
24 Union). This relationship is a partnership based on mutual interests, respect, and trust.

25 This Agreement establishes a framework within which the Employer and the Union can
26 achieve our joint mission to efficiently and effectively operate and maintain the public's wastewater
27 treatment system while providing a high quality work environment.

28 The Employer and the Union recognize that the workplace is in a period of growth and

1 change.

2 The Employer and the Union also agree that change in the workplace is an evolutionary
3 process, which requires the commitment of both parties over time. The Employer and the Union also
4 recognize the mutual benefits of employing continuous tools and processes throughout the division.
5 These tools and processes include employee generated ideas such as “Bright Ideas”, the Executive’s
6 Initiatives such as “Lean” and “Three Percent Efficiency”, the division’s integration and
7 implementation of the industry’s best practices, and its business planning and performance measures.
8 The Employer will continue to engage the union membership and its leadership to create an efficient
9 and productive workplace.

10 In support of policies and practices that reflect our commitment to shared values, the
11 Employer and the Union:

- 12 • Listen and respond to public/customer concerns
- 13 • Trust each other
- 14 • Respect all people
- 15 • Promote a diverse workforce
- 16 • Take responsible risks
- 17 • Communicate openly
- 18 • Actively participate in decisions that affect us
- 19 • Behave the way we say we do
- 20 • Give and get reliable, quality business information
- 21 • Improve our technical excellence and teamwork
- 22 • Foster a labor/management partnership based on mutual interests
- 23 • Have fun, enjoy humor, “Lighten Up”
- 24 • Encourage professional growth

25 This Agreement was negotiated using a collaborative process that allowed the Employer and
26 the Union to communicate openly to produce a contract while building positive, ongoing
27 relationships. This Agreement was developed to accomplish the following goals:

- 28 • Develop a compensation and benefit package that is the best in the wastewater treatment

1 industry, and which will attract and retain outstanding employees.

- 2 • Create an Agreement that generates gains in efficiency and effectiveness, is economically
- 3 feasible, and is justifiable to the Council, the ratepayer, and the public.
- 4 • Write an Agreement that is clear and easily understood.
- 5 • Develop an Agreement consistent with a supportive, productive, challenging, high-quality
- 6 work environment in which all employees are treated with dignity and respect and are
- 7 valued for their individual and team contributions.
- 8 • Collaborate to produce an excellent Agreement while building an ongoing
- 9 labor/management relationship based on open communications, mutual trust, and respect.
- 10 • Include a process in the Agreement by which mutually beneficial changes can take place.

11 **ARTICLE 1: LABOR/MANAGEMENT COMMITTEE**

12 **1.1 Labor Management Committee**

13 A. In this Agreement, the Employer and the Union set forth an approach for making

14 ongoing changes and continuous improvements in the workplace through an ongoing

15 labor/management process. Issues are to be discussed in an interest-based, collaborative manner and

16 the Labor/Management Committee (LMC) will access the services of a mutually acceptable source of

17 mediation services if consensus cannot be reached in a timely manner.

18 B. The Employer and the Union have established an ongoing process to identify each

19 party's issues, which may result in the clarification or revisions of this Agreement and can address

20 other matters, mutually agreed upon between the parties.

21 C. To accommodate this process, the role of the LMC is to deal jointly with areas of

22 mutual interest, to move us towards our shared vision of a productive work place, and to oversee the

23 tasks and/or committees called for in this Agreement.

24 D. The LMC will meet monthly. Its structure, responsibilities and procedures will be

25 in accordance with its Charter, Appendix C, as amended.

26 **1.2** The LMC may propose changes to the Agreement by Memorandum of Agreement

27 (MOA), clarifications to the Agreement by Memorandum of Understanding (MOU), a policy, and/or

28 procedures. Changes or clarifications to the Agreement, MOAs or MOUs are subject to the parties'

1 procedures for ratification, which may include the Union's publishing the agreements in draft form
2 for twenty-five (25) days before the agreements are executed. The Employer and the Union agree to
3 post MOAs, MOUs, the LMC Charter, handbooks, policies and/or procedures on an intranet site for
4 employee reference.

5 **1.3 Training**

6 The LMC will sponsor joint training on changes made to this Agreement as a result of
7 negotiations. Such training shall be delivered to managers, supervisors and stewards and will be
8 considered work time.

9 **ARTICLE 2: RECOGNITION AND BARGAINING UNIT**

10 The Employer recognizes Service Employees International Union, Local 925, as the sole and
11 exclusive bargaining agent with respect to wages, hours, and other conditions of employment for all
12 full-time and part-time employees in current and future wastewater treatment facilities in
13 classifications listed in the attached wage schedule marked Appendix A. Excluded are all
14 supervisory and confidential employees, employees represented by other labor organizations, and
15 interns.

16 **ARTICLE 3: UNION SECURITY**

17 **3.1 Membership Dues and Fees**

18 A. All regular and temporary employees covered by this Agreement shall, as a
19 condition of employment, on or after the thirtieth day but not later than the sixtieth day following
20 their date of employment, either (1) pay to the Union the regular monthly dues uniformly required of
21 members, or (2) pay an amount established by the Union as agency fees not to exceed regular dues
22 and fees uniformly required of members.

23 B. Failure by an employee to satisfy the above paragraph of this section shall
24 constitute cause for dismissal provided the Union makes a written request for discharge, verifying
25 that the employee received written notification of the delinquency and notification that non-payment
26 within thirty (30) days will result in discharge by the Employer.

27 **3.2 Religious Exemption**

28 Nothing contained in this Article shall require an employee to join the Union who can

1 substantiate, in accordance with existing law, bona fide religious tenets or beliefs that prohibit the
2 payment of dues to union organizations. Such employees shall pay an amount equivalent to regular
3 union dues to a non-religious charitable organization mutually agreed upon by the employee and the
4 Union to which such employee would otherwise pay the dues. The employee shall furnish written
5 proof that such payment has been made. If the employee and the Union do not reach agreement on
6 such matters, the Public Employment Relations Commission shall designate the charitable
7 organization.

8 **3.3 Dues Deduction Procedure**

9 Regular monthly dues shall be deducted by the Employer from the employee's paycheck
10 when authorized in writing by the employee. The deductions will be transferred to the Union
11 monthly. The Union shall refund any amounts paid to it in error. The Union will indemnify, defend,
12 and hold the Employer harmless against any claims made and any suit instituted against the Employer
13 on account of the application of any provision of this Article. The Employer shall notify the Union of
14 changes in employment status on a monthly basis.

15 **3.4 COPE Payroll Deduction**

16 The Employer shall, upon receipt of a written authorization form that conforms to legal
17 requirements, deduct from the pay of such bargaining unit employee the amount of contribution the
18 employee voluntarily chooses for deduction for political purposes and shall transmit the same to the
19 Union.

20 **ARTICLE 4: NON-DISCRIMINATION**

21 **4.1 Non-discrimination**

22 The Employer and the Union are committed to an equal employment opportunity policy that
23 prohibits discrimination on the basis of the following:

- 24 • Race
- 25 • Gender (or identity/expression of such)
- 26 • Sexual orientation
- 27 • Disability (except as exempted by a bona fide occupational qualification)
- 28 • Color

- 1 • Age
- 2 • Religious affiliation
- 3 • Service in the Armed Forces of the United States
- 4 • National origin
- 5 • Marital status
- 6 • Political affiliation
- 7 • Creed
- 8 • Union activity

9 The Employer and the Union also commit to support equal employment opportunity to ensure
10 a diverse work force.

11 All employees share the responsibility of maintaining a work environment that is supportive
12 of equal employment opportunity. Employees, and members of the public alike, will be treated fairly
13 and with dignity and respect.

14 4.2 Feedback to Complainants

15 An employee alleging a violation of this Article, will, upon their request, receive a written
16 summary of the findings related to their complaint with 14 days of the conclusion of the
17 investigation.

18 **ARTICLE 5: STRIKES OR LOCKOUTS**

19 5.1 No Strikes Or Lockouts

20 During the term of this Agreement, neither the Union nor the employees covered by this
21 Agreement shall cause, engage in, sanction, or in any way encourage employees covered by this
22 bargaining unit to slowdown or strike. The Employer shall not institute any lockout of its employees
23 during the life of this Agreement.

24 5.2 Safety Concerns Related To Picketing At A WTD Facility

25 In the event of picketing at a WTD Facility, Management and the Union will develop an
26 approach for dealing with the safety concerns of the bargaining unit while ensuring plant operations.
27 When possible, these discussions will take place in advance.

1 **ARTICLE 6: MANAGEMENT RIGHTS AND RESPONSIBILITIES**

2 **6.1 Management Rights and Responsibilities**

3 The Employer shall have exclusive authority and responsibility to administer all matters that
4 are not covered by this Agreement.

5 **6.2 Payroll System**

6 The parties agree the County has the right to implement a common biweekly payroll system,
7 standardized pay practices and Fair Labor Standard Act's workweeks. The parties agree that
8 applicable provisions of the collective bargaining agreement may, by mutual agreement, be re-opened
9 at any time for the purpose of negotiating standardized pay practices, to the extent required by law.

10 **ARTICLE 7: PROBATIONARY AND TRIAL SERVICE PERIODS**

11 **7.1 General**

12 Employees covered by this Agreement shall be classified as regular, or temporary and may be
13 either full-time or part-time. The Employer shall staff positions as full-time regular employees where
14 possible, recognizing that legitimate work requirements or employee needs may require the use of
15 part-time or temporary employees. The rights and benefits for temporary employees shall be
16 consistent with all applicable provisions of the King County Code and the King County Charter,
17 except where provisions under this Agreement provides greater rights and benefits.

18 **7.2 Probationary Period**

19 The first nine (9) months of regular employment shall be a probationary period. During this
20 period an employee may be terminated without recourse to MLA Article 26, the Grievance Procedure
21 or any other right to appeal. The County maintains the exclusive right to extend or reduce the length
22 of an employee's probationary period; however, the probationary period shall not exceed a maximum
23 of twelve (12) months of actual service. The employee and the Union chapter president will be
24 notified of such extension or reduction, including the duration of the extension or reduction, prior to
25 the end of the initial probation period. The Union may inspect probationary performance appraisals
26 upon request if written consent of the probationary employee is provided to the Employer. The
27 Employer will copy the union chapter president on probationary performance appraisal electronic
28 calendar notice reminders at regular intervals, no less than three per probationary period.

1 **7.3 Trial Service Period**

2 All employees who have completed a probationary period and are promoted through job
3 progression, competitive process or who transferred to a different classification within the bargaining
4 unit shall serve a six (6) month trial service period during which they may be reverted back to their
5 prior job classification and appropriate pay step for cause, subject to appeal through MLA Article 26;
6 the Conflict Resolution and Grievance Procedure.

7 **ARTICLE 8: PERSONNEL ACTIONS**

8 **8.1 Job Postings** – See MLA Article 18.

9 **8.2 Acting Assignments**

10 Regular positions may be filled on an acting or temporary basis for no more than six (6)
11 months without a process that includes solicitation of interest among bargaining unit employees and
12 selection based upon job-related criteria. In no case will a regular position be filled on an acting basis
13 for more than one year without the mutual agreement of the Union and WTD.

14 **8.3 Transfers**

15 Bargaining unit employees who have been members of the bargaining unit for at least five
16 years, and who have had no documented performance deficiencies within the preceding six months
17 and have the requisite skills for the position, shall have the right to transfer to openings in their job
18 classification family based on classification family seniority before openings are filled through a
19 competitive process. However, management retains discretion to permit transfers of employees who
20 do not meet the above criteria.

21 For the classification families of Operator (excluding OITs and Senior Operator in Charge),
22 Mechanic, Electrician, and Instrument Tech, the above transfer provision shall be administered as
23 follows: the first job opening in each classification family will be filled by transfer, then job
24 openings will alternate between a regular competitive process and transfer thereafter, with a limit of 2
25 competitive processes per year per section per classification family.

26 Employees may express interest for transfer by submitting an on-line application in the
27 current HR Staffing Application system during the posting process. Employees may also apply for
28 competitive postings.

1 **8.4 Competitive Positions**

2 Regular and special project positions lasting longer than six (6) months will use a competitive
3 selection process. All employees, including temporary employees, are eligible to apply for these
4 positions. Except that employees who have been members of the bargaining unit for less than 5 years
5 are not eligible to use the competitive process to apply for openings in their current job classification
6 family, but would be eligible to compete for promotional positions. Employees who have attained
7 career service status or are in a regular appointment, but serving a probationary period, have
8 preference over candidates with temporary status. Probationary employees who are selected for
9 another competitive position, will serve a six (6) month probationary period in their new position. If
10 they do not successfully complete the probationary period in their new position, management will
11 make a good faith effort to assist the employee in finding another position, but will not guarantee that
12 the employee will be placed.

13 A. The Employer will post announcements of openings at all work-sites for a
14 minimum of fourteen (14) calendar days. Selection criteria developed with participation by the
15 affected business team will be established in advance of the recruitment. The announcement shall
16 include the selection criteria to be used in that selection process as well as an indication of whether
17 that recruitment process will include a list of candidates to fill vacancies that occur during the
18 following six (6) months.

19 B. The end date for special project positions will be clearly stated in the posting.

20 C. If there is a qualified internal candidate to fill the opening, based upon the
21 selection criteria for that specific position (as opposed to the more general qualifications listed in the
22 classification specification for the position), the position will be filled internally.

23 D. Except for special project positions, if an opening occurs within six (6) months of
24 the establishment of a list of qualified candidates, the Employer may select the most qualified
25 candidate(s) from the list.

26 **8.4.1 Internal Candidates**

27 Internal Candidates refers to all employees covered by this Agreement. Employees who have
28 attained career service status or are in a regular appointment, but serving a probationary period, have

1 preference over candidates with TLT or temporary status.

2 **8.4.2 External Candidates**

3 If no qualified internal candidate is selected by the appointing authority, the position may be
4 posted for applications from candidates not covered by this Agreement, following the County's
5 established hiring practices.

6 **8.5 Selection Process**

7 An interview panel, including representation from the Local 925 members on the business
8 team, will consider all qualified candidates and make referrals of qualified candidates in writing to
9 the hiring authority. Recommendations shall be based upon job-related criteria. If all candidates'
10 qualifications are comparable, then WTD-wide seniority takes precedence.

11 **8.6 Step Placement**

12 Those promoted shall move to the lowest step on the wage scale of the new classification,
13 which provides at least a one-step (approximately 5%) increase in pay over the employee's previous
14 rate of pay.

15 Employees moving from a higher to lower salary range shall be placed at a step equivalent in
16 pay rate, but, not to exceed the top step of the employee's new classification.

17 Exceptions will be made in cases where the employee is moving to a classification within a
18 higher or equivalent classification family, or to a higher or equivalent classification. In this event, the
19 employee shall be "Y" rated (frozen), if they are placed at a step that is lower than their previous base
20 rate of pay. The "Y" rate shall continue for a period of two (2) years, or until the employee
21 progresses to a step that meets or exceeds their "Y" rate, whichever is sooner. If, at the conclusion of
22 the two (2) years, the employee is still "Y" rated, the employee's base rate shall be adjusted
23 downward to the salary step commensurate with their experience based upon the step criteria.

24 Cost of Living Adjustments shall not be applied to the "Y" rate. At such time that the step
25 occupied by the "Y" rated employee meets or exceeds the employee's "Y" rate, the "Y" rating will
26 end.

27 Employees will progress through steps at one (1) year intervals upon a standard performance
28 appraisal rating (at least 3.0).

1 Employees serving a probationary period must complete their probationary period before
2 advancing to any higher level classification through job progression, unless they advance through a
3 competitive hiring process.

4 For purposes of this section, determinations as to whether a placement falls within a higher,
5 lower or equivalent stand-alone classification or classification family will be based upon the top step
6 of the new salary range in comparison with the top step of the old salary range.

7 **8.7 Senior Operator-in-Charge**

8 Senior Operator-in-Charge positions will be filled through a competitive recruitment process
9 of all qualified Senior Operators. These positions may be designated as permanent or non-
10 permanent, and such designation shall be made clear on the posting to fill the position. (No current
11 SOIC positions/assignments will have their duration changed.) Non-permanent Senior Operator-in-
12 Charge positions will be advertised every three years and allow for rotation of qualified employees to
13 provide development opportunities. Senior Operator-in-Charge positions are not subject to the
14 Seniority Bid Process.

15 **8.8 Seniority Bid Process - Operators**

16 **Definition:**

17 A seniority bid process for job assignments in the Operator Series shall occur every three (3)
18 years within each Section. This process allows for movement between all Business Teams in the
19 Operator Series based on Section business needs and Classification Family Seniority.

20 **Implementation:**

- 21 • The Seniority Bid Procedure shall be completed by March 31, 2008 and will take place
22 every three (3) years thereafter.
- 23 • Employees who filled a vacancy through a competitive process in the twenty-four (24)
24 months prior to the bid process date of March 31 can request to be exempt from the process
25 and remain in their current assignment. (This does not include employees who were hired,
26 transferred or promoted from outside the Operator Classification Family within this twenty-
27 four (24)-month time frame.)
- 28 • Senior Operator-In-Charge positions are exempt from this process.

- 1 • Vashon Island positions are exempt from this process.

2 **Selection Committee:**

3 The committee shall be comprised of the Section Manager, two (2) Management
4 representatives, a representative of Local 925 and two (2) Shop Stewards. The objective is to have
5 equal Union and Management representation in the decision making process. Decisions will be based
6 on:

7 • Business needs identified by the Section Manager (by January 1 of the applicable year).
8 Business needs shall include but not be limited to the number and purpose of business teams, the
9 number of Operators assigned to each business team, the mix of skill level (as determined by
10 certifications held and standing in job progression) needed for each business team. In addition,
11 assignment to the rotating shift crews will include consideration of the employee's record of
12 attendance.

13 • Employee classification family seniority. Seniority preference shall not be bypassed for
14 other than identifiable business needs.

- 15 • Disciplinary record of the employee for the preceding six months.

16 • In the event the Selection Committee fails to reach consensus, the final decision shall be
17 made by the Section Manager and is subject to the Grievance Procedure.

18 **Bid Selection:**

19 • All employees in the Operator Classification Family shall fill out a Bid Preference Form
20 and submit it to the Selection Committee Facilitator and be given a receipt confirming a
21 form was submitted.

22 • Bid Preference Forms which are partially filled out or not turned in by the deadline, shall be
23 considered incomplete by the Selection Committee.

24 • Bid preferences will be considered by the Selection Committee in order of classification
25 family seniority as defined in Article 9 of this Agreement.

26 **Selection Committee Process:**

27 The Selection Committee shall use the following process when determining job assignments:

- 28 • Review the classification family seniority roster generated by the employer and verified by

1 the Union.

2 • Consider an employee's preferences as indicated on the Bid Preference Form completed by
3 each employee (by the bid process date of January 15, 2005).

4 • Determine whether any incomplete forms have been submitted. Incomplete forms may
5 result in the committee selecting the job assignment for that employee. Selections by the
6 committee in these cases are not subject to the Grievance/Arbitration procedure.

7 • Confirm employee meets identified business needs.

8 If multiple employees meet these criteria, they are placed in order of classification family
9 seniority (Management has discretion to keep a disciplined employee in their current job
10 assignment).

11 • At the conclusion of the process, the Section Manager will notify employees of the job
12 assignments.

13 **Seniority Bid Process Time Line:**

14 • **By November 1**

15 Section Manager selects the Facilitator for the Selection Committee.

16 • **By November 10, the Facilitator will:**

17 Notify Operations employees of the upcoming process and distribute bid preference
18 forms to the employees.

19 Schedule the Management business team meeting.

20 Notify the Union Business Representative of the need to select committee members.

21 Notify the Section Manager of the need to select committee members.

22 • **Before January 1**

23 Selection Committee is identified and the Seniority Bid Process meeting is scheduled.

24 The Union is requested to verify a classification family seniority roster for each
25 section.

26 Section Manager identifies business needs.
27
28

1 • **Before January 15**

2 Classification Family Seniority roster verification due from the Union.

3 Bid Preference forms due from the employees.

4 Facilitator will have current operations roster for the meeting.

5 • **Before January 24**

6 Seniority Bid Selection meeting will occur and job assignments for employees in the

7 Operator family classification will be determined.

8 • **Before January 31**

9 Section Manager will notify employees of job assignments.

10 • **By March 31**

11 Changes in job assignments will be completed.

12 **8.9 Layoffs**

13 In the event of a need for a reduction in force, the Employer will meet with the Union as far in
14 advance as possible to identify the reasons requiring the reduction and the number and classifications
15 and/or classification families of employees affected.

16 The Employer commits to provide training to affected regular employees that allows those
17 employees to compete for other available jobs. The Employer and the Union agree that these affected
18 employees shall be given preference for job openings within the bargaining unit for which they meet
19 the minimum qualifications. If layoffs are required, the least senior employee(s) within the affected
20 classification(s) shall be laid off on the basis of classification-family seniority, provided that those
21 employees remaining on the job are qualified to perform the work assigned.

22 Employees subject to layoff from one classification family shall be allowed to exercise their
23 retained classification family seniority rights in that other classification family. In such cases, the
24 employee will be assigned to the classification which s/he last occupied within the classification
25 family. The employee will be placed at the step of the new salary range which is closest to the salary
26 that the employee received before the bump. The rate of pay may not exceed the top step of the new
27 salary range.

28 Employees laid off shall be eligible for recall for two (2) years from date of layoff.

1 **8.10 Recall**

2 Employees shall be recalled in the order of seniority (the most senior being recalled first)
3 provided that those recalled are qualified to perform the work assigned.

4 To be eligible for recall, a laid-off employee must keep the Employer informed of his/her
5 current address and phone number. The Employer shall notify laid-off workers of recall by certified
6 letter. When offered re-employment from layoff, the employee must indicate acceptance and report
7 for work within thirty (30) days unless unusual circumstances prohibit return within that time period.

8 Employees failing to respond and return in a timely manner shall be considered as tendering
9 their resignation from the Employer's employment.

10 **8.11 Temporary Hardship Assignments**

11 A. When an employee believes a hardship exists, s/he may contact his/her supervisor
12 in writing, explaining the hardship, with his/her request, including estimated duration.

13 B. After receipt of the request, within fourteen (14) calendar days, the employee,
14 supervisor, the designated Union representative, and the section manager will meet to discuss the
15 request. The EAP coordinator will be used as a resource if necessary. All requests and discussions
16 will remain confidential. After this meeting, the employee will be notified, in writing, within seven
17 (7) calendar days of the decision. The section manager, supervisor and the designated Union
18 representative will make the final decision.

19 C. Hardship assignments will be structured to assist the employee to move back into
20 full work schedule availability, with an agreement between the employee, the immediate supervisor
21 and the designation Union representative on a plan to return to their regular assignment.

22 D. This Section does not pertain to circumstances relating to ADA (Americans with
23 Disabilities Act), medical accommodations, FML (Family Medical Leave) or time off for
24 circumstances covered under the State of Washington Family Care Act.

25 **Intent Statement**

26 The intent of this Section is to define a hardship, its duration, and the process by which a
27 request for a temporary hardship assignment may be approved.

28 Local 925 and King County recognize that employees occasionally have personal

1 circumstances that make it difficult for them to perform their current assignment. This Section is
2 designed to provide time for the employees to resolve their hardship and return to their regular work
3 schedules and job assignments.

4 **Interpretation**

5 A hardship is a situation of less than one (1) year duration that inhibits or makes it very
6 difficult for an employee to fulfill current job responsibilities. Requests for a hardship assignment
7 are to be considered temporary and the employee shall be available for all work schedules and job
8 assignments when the hardship ends.

9 There are no specific criteria for granting hardship assignments. Approval is based on the
10 specific circumstances of each request as determined by the supervisor, section manager, and the
11 designated Union representative. The following factors are recommended for consideration:

- 12 • A limited amount of flexibility is available to assist in hardship cases and thus there
13 are a limited number of transfers that could be granted at any one time.
- 14 • The expectation is that at the end of the agreed upon time frame, the employee shall
15 return to their original assignment (unless more recent bid process resulted in
16 movement to a new assignment).

17 **ARTICLE 9: SENIORITY**

18 **9.1 Classification Seniority**

19 A. All regular employees shall accrue seniority from the date of hire in a regular
20 position. All probationary employees completing the probationary period shall be credited with
21 seniority retroactive to date of hire.

22 B. Seniority shall not accrue during leaves of absence without pay in excess of thirty
23 (30) calendar days, including family leave, except for leave due to active military duty or Union
24 business.

25 C. If an employee moves from a temporary employment status in a bargaining unit
26 position to regular employment status in a bargaining unit position with no break in service, the
27 length of employment in temporary employment status will be included when establishing the
28 seniority date(s).

1 **D.** Employees promoted from one classification to another shall retain seniority
2 earned in the classification from which s/he was promoted, should they ever revert back to that
3 classification family. Classification Family Seniority shall not transfer between classification
4 families.

5 **9.2 County-wide Seniority.**

6 **A.** County-wide seniority is defined as the most recent period of continuous service as
7 a regular employee with the Employer in any combination of positions/classifications.

8 **B.** The service date of regular employees who accept temporary assignments and
9 subsequently return to their regular assignment shall not be adjusted, provided that there is no break
10 in service with the County.

11 **C.** Previously accrued County-wide seniority shall be restored if the employee returns
12 to County service within two (2) years of the severed employment date, provided the employee left in
13 good standing.

14 **9.3 WTD-Wide Seniority.** WTD-wide seniority is defined as the most recent length of
15 continuous service as a regular employee with the WTD in any combination of positions.

16 **9.4 Classification Family Seniority.** Classification family seniority is defined as the most
17 recent length of continuous service as a regular employee within the WTD in a given job
18 classification family.

19 **Vashon Sewer District Seniority Credit.** Former employees of the Vashon Sewer District,
20 who were employed at the time of transfer of the Vashon Treatment facility to King County, shall be
21 credited with all forms of seniority as defined by this Agreement, retroactive to their date of hire by
22 the Vashon Sewer District.

23 **Wastewater Support Specialist Seniority Credit.** Employees assigned to the job
24 classification of Wastewater Support Specialist, as of the effective date of this Agreement, who were
25 formerly in the Maintenance Support Assistant or in an Administrative Services Specialist job
26 classification, shall be credited with classification family and classification seniority to their date of
27 hire in the Wastewater Treatment Division within those classifications.

1 **ARTICLE 10: CONFLICT RESOLUTION AND GRIEVANCE PROCEDURE**

2 See MLA Article 26.

3 **ARTICLE 11: CORRECTIVE ACTION AND DISCIPLINE**

4 **11.1 Corrective Action Procedures - Teach, Lead and Coach**

5 A. Teach Lead and Coach (TLC) is meant to address violations of rules of minor
6 significance or unsatisfactory work performance that can normally be corrected through counseling
7 or training. TLC is non-disciplinary, but if the employee's performance or behavior does not
8 improve, TLC documentation can be used toward discipline.

9 B. In order to accomplish the goals set forth in the preamble, shop stewards,
10 supervisors and managers developed a TLC Handbook which shall be an appendix to this Agreement.
11 The LMC shall review this Handbook at least once during the life of this Agreement.

12 C. While the desired corrective action approach is, TLC, the procedure does not
13 preclude moving directly to discipline depending on the severity of the situation.

14 **11.2 Just Cause**

15 No regular employee who has completed probation shall be disciplined except for just cause.
16 A temporary or probationary employee is employed at will and may be terminated without recourse
17 to MLA Article 26 Grievance Procedure.

18 **11.3 Progressive Discipline**

19 Discipline is meant to address violations of rules of major significance, continuing minor
20 violations or continuing unsatisfactory work performance. The Employer and the Union agree with
21 the principle of progressive discipline, which may include oral reprimands, written reprimands,
22 suspension, demotion, salary reduction, discharge, or alternative forms of discipline mutually agreed
23 upon.

24 **11.4 Appropriate Level of Disciplinary Action**

25 A. The type and level of disciplinary action will be determined by the nature and
26 severity of the behavior and/or performance deficiency that led to the disciplinary action, as well as
27 the employee's past disciplinary record.

28 B. In accordance with the FLSA, FLSA exempt personnel are not subject to unpaid

1 disciplinary suspensions except in increments of full workweeks, unless the infraction leading to the
2 suspension is for a violation of a safety rule of major significance.

3 **11.5 Equal Application of Rules**

4 The Employer will make every effort to enforce rules in a fair and consistent manner.

5 **11.6 Oral and Written Reprimands**

6 Memos to document oral reprimands, and written reprimands, shall include the following
7 information:

- 8 • The reason(s) for the reprimand
- 9 • The facts supporting the reprimand
- 10 • The form of reprimand being imposed
- 11 • The effective date(s) of the reprimand
- 12 • A clear statement as to follow-up needed (if any)
- 13 • Language advising the employee of the availability of Employee Assistance Programs
14 (EAP) may be included in the notice

15 **11.7 Pre-Disciplinary Procedures - Cases Affecting Pay Status**

16 In all cases involving the potential for suspension without pay, discharge, demotion or salary
17 reduction for disciplinary reasons, the Employer will provide the affected employee with written
18 notice and an opportunity to respond in writing and/or in person.

19 The pre-disciplinary notice will include the following information:

- 20 • The reason for the proposed discipline
- 21 • The facts supporting the proposed discipline
- 22 • The form of discipline being considered
- 23 • The date, time and location of the pre-disciplinary hearing, or deadline for submission of
24 written information that should be considered by the Employer in making a final
25 disciplinary decision
- 26 • Language advising the employee of the availability of EAP may be included in the notice

27 **11.8 Disciplinary Decisions Affecting Pay Status**

28 Employees shall be provided with written notification of final disciplinary decisions within

1 fourteen (14) calendar days following the pre-disciplinary hearing and/or deadline for submission of
2 written responses/additional evidence.

3 The disciplinary letter shall include the following information:

- 4 • The reason(s) for the discipline
- 5 • The facts supporting the discipline
- 6 • The form of discipline being imposed
- 7 • A clear statement as to follow-up needed (if any)
- 8 • The effective date(s) of the discipline
- 9 • Statement as to the employee's right to appeal the discipline
- 10 • Language advising the employee of the availability of Employee Assistance Programs
11 (EAP) may be included in the notice

12 **11.9 Administrative Leave**

13 The Employer has the right to place an employee on paid administrative leave, subject to the
14 following conditions:

15 **A. Purpose of Administrative Leave.** The purpose of administrative leave is to
16 remove an employee from the workplace during the pendency of an investigation and/or until
17 discipline is imposed. Administrative leave is paid leave, and non-disciplinary in nature.

18 **B. Reasons for Administrative Leave.** Administrative leave will be used when the
19 employer believes a compelling reason necessitates the employee's removal from the workplace (e.g.,
20 endanger the employee or others, disrupt the work environment, or interfere with an investigation,
21 etc.).

22 **C. Onset of Investigation.** The Employer will make every effort to conduct and
23 complete the investigation as quickly as possible after placing the employee on paid administrative
24 leave.

25 **D. Notice to Union.** The Employer will notify a Union representative upon placing
26 an employee on administrative leave. The employee may request Union representation at any time in
27 the investigative process.

1 **11.10 Confirmation of Receipt**

2 Employees shall provide a written acknowledgement of receipt of correspondence relating to
3 corrective action and disciplinary matters. The employee's signature shall not be construed as an
4 admission of guilt.

5 **11.11 Conflict Resolution and Grievance Procedures**

6 All discipline of regular employees shall be subject to MLA Article 26, Grievance Procedure.
7 A temporary employee may be disciplined and discharged without recourse to MLA Article 26,
8 Grievance Procedure.

9 **11.12 Notice of Investigation**

10 A. When the Employer determines it is necessary to investigate an employee(s) for
11 potential misconduct, the employee(s) shall normally be informed of the need for such investigation
12 within three (3) business days of the decision to proceed. The employee will be generally advised of
13 the nature of the issue(s) and the estimated duration of the investigation. The Employer shall provide
14 similar notice to the Union.

15 B. Notification may be deferred in unusual circumstances where it is possible that the
16 investigation would be compromised as a result of providing the earlier notice.

17 **11.13 Right to Union Representation**

18 The parties recognize that employees have the right to have a Union representative present in
19 any meeting where the employee has a reasonable belief that the discussion may lead to discipline.

20 The parties further agree that employees who are being interviewed as potential witnesses but
21 are not the subject of investigation, will be permitted to have a Union representative present for the
22 meeting.

23 **ARTICLE 12: UNION REPRESENTATION AND ACTIVITIES**

24 **12.1 Union Representative**

25 Union representatives may visit the work location of employees covered by this Agreement at
26 any reasonable time. They shall report to the appropriate manager/designee upon arrival at the work
27 site being visited.

1 **12.2 Shop Steward**

2 The Union agrees to clearly identify all shop stewards and inform the County immediately of
3 any changes in shop steward status. The Employer agrees to recognize employees appointed and
4 identified by the Union as shop stewards. When contract administration business is conducted during
5 working hours, the employee is responsible for clearing the time taken away from work with his/her
6 supervisor. In January of each year, stewards will provide supervisors with the schedule of
7 stewards/LMC meetings, which normally occur on the third Tuesday of each month between 0700
8 and 0900 for the LMC members and between 0915 and 1100 for the stewards. Stewards shall give
9 written notice to supervisors about special union meetings at least one (1) week in advance or as soon
10 as possible. Attendance at such meetings will not unduly be denied, but operating conditions may
11 preclude the attendance of shop stewards.

12 **12.3 Bulletin Boards** – See MLA Article 23.

13 **ARTICLE 13: CLASSIFICATIONS AND RATES OF PAY**

14 **13.1 Rates of Pay**

15 The classifications and rates of pay for all bargaining unit employees are listed in Appendix A
16 of this Agreement. Overtime pay is excluded for the calculations of the hourly rate of pay.

17 **13.2 Temporary Assignment to a Higher-Paying Classification**

18 A. An employee temporarily assigned by his/her supervisor/designee to a higher-
19 paying classification shall receive a salary adjustment to the step of the higher
20 classification/assignment that provides an increase over the employee's regular rate equivalent to at
21 least a one-step increase in the higher classification, for actual hours worked. Upgraded employees
22 will assume the FLSA status of the upgraded position.

23 For assignments of thirty (30) consecutive calendar days or more, a personnel change
24 notification (PCN) will be written and all compensated hours will be at the higher rate.

25 An employee assigned by his/her supervisor for on-the-job training in a higher paying
26 classification under the direction of others, shall not be eligible for the higher rate of pay.

27 A regular employee who accepts an appointment to a temporary position in a different
28 classification, or who is assigned to a temporary appointment, shall retain all rights to return to a

1 regular position within his/her classification including seniority, step increases, and benefits as
2 provided in the Labor Agreement unless specifically waived in writing, with a copy sent to the
3 Union. If the employee is promoted to the higher classification contiguous with the temporary
4 appointment/assignment, he/she shall accrue seniority in that classification from the first day he/she
5 accepted the appointment or was assigned to the higher classification.

6 **B. Compensation for persons filling in (relief) for an Operating Shift Supervisor:**

7 Group III certification. A Senior Operator with a Group III certification or a Senior Operator-
8 In-Charge shall be upgraded to the top step (Step 10 of Range 60) for Senior Operator-In-Charge.
9 This differential recognizes that this person is assuming the full scope of decision-making
10 responsibilities and accountability for the operation of the plant.

11 **13.3 Premium Pay for Training Responsibilities**

12 An employee assigned full time to the role of technical trainer or facilities services trainer
13 shall be paid the equivalent of Senior Operator-In-Charge.

14 **13.4 Shift Differential**

15 **13.4.1 Night Shift**

16 (a) **Non-Operations Straight Shifts** - In addition to the regularly established
17 hourly rates of pay shown in Appendix A, employees whose regularly assigned work ends between
18 8:01 p.m. and 10:00 a.m. shall receive a shift differential of one dollar (\$1.00) per hour for all
19 compensated hours. Employees temporarily assigned to such a shift are eligible for this one dollar
20 per hour shift differential for actual hours worked. This section shall not apply to salaried employees.

21 (b) **Operations Rotating Shifts** - Employees regularly assigned to operations
22 rotating shift shall receive, in addition to the rotating shift premium provided for in 13.4.2, a premium
23 of 7% their regular rate of pay for all hours worked on the nighttime shift portions of the rotating
24 shift. Employees temporarily assigned to the nighttime shift portion of the rotating shift shall receive
25 the 7% rotating shift premium for hours worked on the nighttime shift portions of the rotating shift.
26 This section shall not apply to salaried employees.

27 **13.4.2 Operations Rotating Shift.** In addition to the regularly established hourly
28 rates of pay shown in Appendix A, employees regularly assigned to operations rotating shift shall

1 receive a premium of one dollar and fifty cents (\$1.50) per hour for all compensated hours.

2 Employees temporarily assigned to a full rotating shift cycle shall receive the rotating shift premium
3 of one dollar and fifty cents per hour (\$1.50). This section shall not apply to salaried employees.

4 **13.5 Standby Pay**

5 **A.** Employees assigned to standby duty during time off shall receive four dollars and
6 eighty nine cents (\$4.89) per hour for the actual hours assigned to standby duty, with a minimum of
7 twelve (12) consecutive hours assigned. Each January 1st, the amount paid under this provision shall
8 be increased in accordance with the general wage increase applying to wage rates in Appendix A of
9 this agreement.

10 **B.** To be eligible for standby pay employees need to respond when called or paged
11 within fifteen minutes. If an employee assigned to standby cannot be reached and does not respond
12 he/she shall not be eligible for standby pay from that time on. It shall be the standby employee's
13 responsibility to notify Main Control in the event he/she becomes unavailable to respond during the
14 standby assignment. Standby is a work assignment and not fulfilling a standby assignment is a
15 performance issue.

16 **C.** Employees shall receive a minimum of seven (7) calendar days notice in writing
17 prior to assignment on standby duty between April and October and a minimum of four (4) calendar
18 days notice between November and March, except when emergencies interfere with such practice.

19 **D.** Employees called to work while on standby shall be paid at time and one-half
20 (1-1/2) for actual time worked including the time required to travel from home to work location and
21 return. Employees called in to work while on standby shall not receive standby pay during the period
22 of time they receive time and one-half.

23 **E.** Salaried employees shall not be eligible for standby pay.

24 **13.6 Call-in Pay**

25 Employees not assigned to standby who are called in to work on an unscheduled basis or
26 because of an emergency, within twelve (12) hours or less of their scheduled report time, shall be
27 paid at time and one-half (1-1/2) for the actual hours worked, with a minimum of three (3) hours. If
28 subsequent call-ins fall within three (3) hours, further pay will not start until the fourth (4th)

1 unscheduled work hour. Travel time to and from the job shall be considered as working time in such
2 circumstances. Employees who have been notified more than twelve (12) hours before report time
3 that their work schedule has been changed shall not be eligible for call-in pay. Salaried employees
4 shall not be eligible for call-in pay.

5 When a call-in is cancelled, the minimum call-in pay (three hours paid at time and one-half
6 the employee's regular rate of pay) shall apply unless the cancellation occurs more than four hours
7 prior to the report time for the call-in.

8 **13.6.1 Technical Call Out – See also MLA Article 33.**

9 A Technical Call Out (TCO) occurs when an employee is called to return to duty and
10 performs those duties via telephone, facsimile, computer, or similar electronic device that does not
11 require returning to a designated work site. Supervisors are responsible for determining whether an
12 employee is capable of responding electronically or if the employee needs to physically come into the
13 worksite. An employee responding (via telephone, computer, etc.) shall be compensated at a rate of
14 time-and-one-half (1-1/2) the employee's regular rate of pay rounded up to the nearest 15-minute
15 (quarter hour) segment. If the employee is spending a brief period of time responding ("brief" being
16 defined as less than ten minutes), the employee would not be provided with compensation.

17 **13.7 Compensation for Meetings Held on Regular Day(s) Off (RDO) or When Required** 18 **to Return to Work to Attend a Meeting**

19 Employees who are scheduled to attend meetings on their regular day(s) off or who are
20 required to return to work on a work day to attend a meeting shall be compensated as follows:

21 A. If a meeting is scheduled to be held on the employee's regular day(s) off but is
22 canceled without notification and the employee reports to work to attend the meeting, the employee
23 will receive two (2) hours of overtime pay.

24 B. If the employee attends a meeting that lasts less than two (2) hours, he/she will
25 receive the minimum of two (2) hours of overtime pay.

26 C. If the length of a meeting extends beyond two (2) hours, the employee will be
27 compensated for the total actual time spent at the meeting, at the overtime pay rate.

28 D. This section shall not apply to salaried employees.

1 **13.8 Step Increases**

2 Step increases will be awarded annually to regular and temporary full-time employees after
3 completing twelve (12) months of continuous employment for satisfactory performance. Part-time
4 employees shall be awarded step increases on an equivalent hourly basis for all compensated hours.

5 **13.9 Joint Salary Study**

6 The parties agree to participate in a joint salary survey six (6) months prior to the expiration
7 of the collective bargaining agreement. There shall be an equal number of members on the salary
8 survey, sub bargaining committee, representing each of the parties to the agreement.

9 **ARTICLE 14: HOURS OF WORK AND OVERTIME**

10 **14.1 Hours of Work**

11 A. Regular work shifts are eight (8) hours per day for five (5) consecutive days per
12 week, or ten (10) hours per day for four (4) consecutive days per week.

13 B. West Point and South Plant Operations rotating shifts (type 1) are four (4)
14 continuous days of two (2) eleven and seven tenths (11.7) hour day shifts and two (2) eleven and
15 seven tenths (11.7) hour night shifts, followed by four (4) scheduled days off before starting a new
16 rotation cycle. Management agrees to bargain the non-monetary effects of any changes to these
17 schedules.

18 C. Brightwater operations rotating shift (type 2) are four (4) consecutive shifts of
19 three (3) twelve (12) hour day shifts and one (1) twelve (12) hour night shift followed by four (4)
20 scheduled days off before starting a new rotation cycle, except the operator who would normally
21 begin their workweek on Saturday will have that Saturday and Sunday off as regularly scheduled
22 days off. The type 2 schedule is also supported by a standby operator on nights and weekends. On
23 nights and weekends the N or D1 operator, respective will coordinate all callouts of operation and/or
24 maintenance staff with the Brightwater Operations and/or Maintenance Supervisors.

25 D. Other innovative work schedules mutually agreed upon by the Employer and the
26 Union may be utilized. Such agreement shall be confirmed in writing.

27 **14.2 Meal and Rest Periods**

28 A. Thirty (30) minute unpaid meal periods will be provided on the employee's time

1 during each shift or workday. Except in emergencies, employees will not be required to respond to
2 work needs during the unpaid meal period.

3 **B.** Employees on a Type 2 schedule Night Shift will receive a 30 minute paid meal
4 period and will be required to remain on the premises during their meal period.

5 **C.** Fifteen (15) minute paid rest periods will be provided approximately midway
6 through each one-half (1/2) shift. Employees assigned to a rotating shift greater than ten (10) hours
7 per day will be provided with three (3) fifteen (15) minute paid rest periods during each shift.

8 **D.** Employees will not be required to work longer than three (3) hours without a rest
9 or meal period except in emergencies.

10 **14.3 Overtime (OT) and Compensatory Time (CT)**

11 Paid benefit time and compensatory time does not count as time worked for purposes of
12 overtime calculation. However, employees who work more than 40 hours in a workweek (FLSA
13 workweek), will be eligible for overtime pay for all time worked beyond forty (40) in a workweek.
14 Additionally, employees who are authorized to work outside their regular workday or regular
15 workweek (starting before their regular start time, working beyond the end of their regular shift or on
16 a regular day off) will be paid either overtime for such additional hours at one and one-half (1-1/2)
17 times the employee's regular hourly rate of pay or compensatory time at the rate of one and one-half
18 (1-1/2) times the amount of overtime hours actually worked. Salaried employees shall not be eligible
19 for overtime or compensatory time.

20 Examples:

- 21 • Employees who are authorized to work before or after their regularly scheduled hours of
22 work are eligible for OT/CT, regardless if they had BT/CT during the workday.
- 23 • Employees who are authorized to work on their regular day off will be eligible for OT/CT,
24 regardless if they had BT/CT during the workweek.
- 25 • Employees who work more than forty (40) hours in their workweek will be eligible for
26 OT/CT.

27 For the purpose of calculating overtime, an employee's workday shall be defined as beginning
28 with the first (1st) hour of their regularly assigned shift and continuing for a total of twenty-four (24)

1 consecutive hours. The workweek shall correspond to the biweekly pay period.

2 The business teams, with approval of the plant manager, shall draft procedures for assigning
3 overtime to an employee in a week in which that employee uses BT.

4 When an employee is held over or called in for a work period that includes a regular meal
5 period, the meal period will be unpaid.

6 A. Compensatory Time. Accrued compensatory time shall be available for the
7 employee's use as paid time off the job, however, no more than 40 hours may be used as
8 discretionary time off in a calendar year without the section manager's approval. Compensatory time
9 used does not count as time worked. Accrued compensatory time in excess of forty-eight (48) hours
10 (eighty (80) hours) where requested by the employee) shall be paid off at the conclusion of each
11 calendar year quarter at the employee's regular hourly rate of pay. A current balance of
12 compensatory time hours available will be shown on the biweekly pay stub. Employees may not use
13 compensatory time until it is earned and is shown on the biweekly pay stub.

14 B. Overtime/Compensatory Time Option. The supervisor and the employee shall
15 determine which form of compensation will be provided. The employee's preference for either
16 overtime pay or accruing compensatory time or a combination thereof will be honored. However,
17 business needs may prevent the employee from earning compensatory time in lieu of overtime pay.
18 Whenever possible, this selection shall be made prior to the employee beginning the overtime
19 assignment.

20 **14.4 Compensation for Call-in, Call-back, and Hold-Over Overtime Assignments**

21 As a result of working overtime on a call-in, call-back, or hold-over basis the preceding
22 workday/shift, employees will be compensated for time not worked due to rest. Decisions regarding
23 when an employee will work beyond his/her regular workday/shift, or whether he/she is called back
24 to work shall be made between the supervisor and the employee. This decision will be based on
25 business needs and safety considerations. This section shall not apply to salaried employees.

26 Employees shall be eligible to receive one-half (1/2) hour of compensated rest time for each
27 one (1) full hour of unscheduled overtime worked between the hours of 8:00 P.M. and 4:00 A.M.; or
28 if the total number of hours worked (including their regular shift and overtime hours) equals or

1 exceeds fourteen (14) continuous hours, when the employee is scheduled to work on the following
2 day.

3 Employees may use compensated rest time to cover hours not worked the following day
4 during their regularly scheduled shift. The employee must be scheduled to work the same or
5 following calendar day to be eligible to earn or use compensated rest time. Compensated rest time is
6 only available to cover regularly scheduled hours the same or following day; it may not be used for
7 any other reason. Employees will not be able to bank, accrue, or be paid down compensated rest
8 hours. Employees may be able to work their following entire work shift.

9 Employees may come in to work late the following workday and work the same number of
10 hours they would normally work (if work is available).

11 **14.5 Distribution of Overtime**

12 Each Business Team shall develop policies and procedures regarding the method(s) of
13 offering and assigning overtime. Such policies shall be in writing and should address the following:

- 14 • Fair and equitable distribution to the degree practicable.
- 15 • Provide for adequate rest periods to ensure employee safety.
- 16 • Address business needs and qualifications needed.
- 17 • Address emergency circumstances.

18 A copy of the Business Team Overtime policy/procedure shall be forwarded to the WTD HR
19 office and to the Local 925 office. However, in any instance where the Business Team has not
20 developed written policies and procedures for the assignment of overtime, or where the overtime
21 work spans multiple Business Teams, or where the overtime work pertains to a capital project, the
22 Plant Manager shall have the discretion as to the manner and method by which such overtime shall be
23 assigned.

24 **14.6 Work Schedule Changes**

25 Fourteen (14) calendar days notice will be given an employee prior to implementing an
26 involuntary change in the employee's regular schedule, except in cases of emergency. An
27 employee's schedule may not be changed in isolated instances (for example, bringing an employee
28 off day shift to backfill for shift crew that night, or changing an employee's schedule one week from

1 Monday through Thursday to Tuesday through Friday in order to perform duties on Friday) solely for
2 the purpose of avoiding the payment of overtime, except as provided in Section 14.7. However,
3 nothing in this section shall prevent the change of an employee's regular schedule to another regular
4 schedule (subject to the 14-day notice requirement where applicable), including when the rationale
5 for doing so is to reduce or prevent instance of overtime.

6 As provided in Section 14.1, WTD management agrees to bargain over the non-monetary
7 effects to those schedules specifically described in Section 14.1

8 **14.7 Schedule Adjustment for Training**

9 A. Mandatory Training. Mandatory training shall be compensated as hours worked.
10 Such training must be scheduled during the employee's regular schedule, if possible, to avoid
11 overtime. Employees shall not be required to schedule adjust for mandatory training except when
12 required to avoid working over 14 hours in a 24-hour period. (Note: OIT training shall be
13 considered mandatory training for purposes of this section.)

14 B. Training in Support of Career Advancement. Employees who elect to pursue
15 advancement through job progression or the competitive bid process are encouraged to work with
16 their supervisor on a meaningful Individual Training and Development Plan (ITDP). While
17 compensation for training time may be approved, employees seeking advancement are expected to
18 attain any needed skills and knowledge through independent self study and attendance at training off
19 hours. Training time shall be compensated in compliance with the Fair Labor Standards Act (FLSA)
20 and state wage and hour legal requirements. Training time, not compensated under a legal
21 requirement, may be compensated when attended during regular work hours, if approved through the
22 request for training process. Approval for such paid training time will be granted or not granted in
23 consideration of budget, workload and relevance of the training to the employee's advancement goal.
24 Schedule adjustments may be approved to align paid training time with an employee's assigned work
25 hours. Overtime will not be granted for training unless approved by the Section Manager or required
26 under the FLSA.

27 C. Other Training. Compensation for time in training and costs of training, such as
28 tuition, for career enhancement shall be granted in accordance with the WTD training policy.

1 **14.8 Schedule Adjustment**

2 With Supervisor approval, employees that work non-rotating shifts can temporarily
3 request a schedule adjustment with fourteen (14) day notice to their supervisor.

4 Example:

5 An employee that normally works a 4-10s schedule M-Th can request to schedule
6 adjust to either a 5-8s schedule M-F or a 4-10 schedule and shift their work week to Tu-F.

7 **ARTICLE 15: BENEFIT TIME**

8 **15.1 General Description**

9 The Benefit Time (BT) Program recognizes the need for scheduled time away from the job
10 (vacation and holidays) for personal reasons and for occasions when the employee must be away
11 because of illness or injury. BT is the bank of time accrued for use during scheduled paid time off
12 and unscheduled paid time off (excluding military leave, bereavement leave and jury duty). The
13 program is designed to meet two primary goals. The first is to increase operating efficiency, and the
14 second is to treat employees with dignity and respect.

15 **Eligibility:**

16 Full-time regular, part-time regular, provisional, probationary and term-limited temporary
17 (TLT) employees shall accrue benefit time as specified in 15.4.

18 **15.2 Principles**

19 A. The Benefit Time Program is intended to provide a productive workplace where
20 employees are encouraged to be healthy and regularly be at work.

21 B. Operational efficiency is increased by the responsible management of the benefit
22 time usage.

23 C. Standards for BT usage will be developed and monitored by the Employer. These
24 standards will recognize the diverse needs of the workplace and individual business team needs. The
25 Employer will consult with the Union regarding these standards prior to implementation.

26 D. Problems regarding benefit time usage will be resolved in a positive manner
27 consistent with good coaching and conflict resolution principles.

28 E. The Labor/Management Committee is responsible for overseeing any refinements

1 or improvements to the BT Program.

2 **15.3 Guidelines**

3 A. BT is to be used for holidays, vacations, prescheduled medical appointments,
4 unexpected short-term absences, illnesses and injuries and donations, and absences to care for family
5 members pursuant to federal/state law, and the County's Family Medical Leave Policy and this
6 Agreement. The employee is responsible for managing the use of their paid time off.

7 B. In order to use BT, the hours used must have been accrued by the pay period
8 preceding the absence.

9 C. Employees are required to submit requests and receive approval for scheduled time
10 off as far in advance as possible to facilitate business team planning, but at least prior to the end of
11 the previous shift/workday.

12 D. Employees are required to notify the Employer each day of any unscheduled
13 absence.

14 E. All BT shall be coordinated with, and supplementary to, workers' compensation.

15 F. Except for salaried employees, employees who become ill or injured while at work
16 shall be paid the applicable accrued benefit time for that portion of the shift that they are unable to
17 complete.

18 G. As established in the BT Standards, employees unable to work because of any
19 other personal emergency shall be allowed to use BT for any unworked but scheduled hours.

20 H. For purposes of leave administration with respect to protected leave
21 notwithstanding, with County approval, Employees may be allowed to use up to 520 hours of BT in a
22 single instance.

23 **15.4 Benefit Time Accrual**

24 The BT Program is built on the sum of vacation leave, sick leave, and holiday pay and is
25 based on a bi-weekly accrual rate available to the employee as it is accumulated on a 2,080 hour year.

1 Benefit Time accrual shall be based upon County-wide seniority in accordance with the
2 following schedule:

Accrual Rates			
Years of Employment	Annual	Bi-weekly	Hourly
Less than 5 years	288	11.07692	0.13846
5 years but less than 8 years	312	12.00000	0.15000
8 years but less than 10 years	320	12.30769	0.15385
10 years but less than 16 years	352	13.53846	0.16923
16 years but less than 17 years	360	13.84615	0.17308
17 years but less than 18 years	368	14.15384	0.17692
18 years but less than 19 years	376	14.46154	0.18077
19 years but less than 20 years	384	14.76922	0.18462
20 years but less than 21 years	392	15.07692	0.18846
21 years but less than 22 years	400	15.38461	0.19231
22 years but less than 23 years	408	15.69230	0.19615
23 years but less than 24 years	416	16.00000	0.20000
24 years but less than 25 years	424	16.30769	0.20385
25 or more years of service	432	16.61538	0.20769

12 There shall be no limit on the amount of BT accrued.

13 **15.5 Donation of Benefit Time (BT) and/or Compensatory Time (CT)**

14 Employees will be allowed to donate their accrued BT and/or compensatory time to other
15 employees who are unable to work due to personal circumstances, e.g., illness, injury or personal
16 emergency. There is no limit to the amount of accrued BT and/or CT that can be donated. Hours
17 must be donated in one-hour increments.

18 This donation of BT and/or CT will only be permitted in those situations where the employee
19 to whom the hours are being donated, has or will shortly be exhausting his/her BT and/or CT. This
20 shall be confirmed with Payroll prior to the commencement of donations by other employees.

21 No donation will be permitted in situations where the employee is on industrial injury status
22 and is receiving workers' compensation benefits.

23 Requests for donation will be considered on a case-by-case basis and will be coordinated by
24 the Union shop stewards. The amount of benefit time and/or compensatory time donated shall be
25 based upon the anticipated length of time the employee will be absent from work, as supported by
26 available documentation from the employee's physician.

27 Employees wishing to donate hours to another represented employee must complete a
28 donation form and submit it to his/her section manager. The manager will approve the form based

1 upon the above criteria and forward it to the Payroll Section.

2 Donated hours not used within 90 days of donation shall revert to the donor.

3 Upon receipt of the donation request, Payroll will process the request, and the hours will be
4 transferred to the employees benefit time account in the next regular payroll cycle.

5 **15.6 Cashout**

6 **A. UPON RETIREMENT OR DEATH**

7 Upon retirement from the County or death, an employee or their beneficiary, shall be paid for
8 up to four-hundred eighty (480) hours of accrued benefit time (BT) at 100%.

9 All BT in excess of four hundred and eighty (480) hours shall be cashed out at 35% upon
10 retirement

11 Retirement means an employee is eligible, applies for and begins drawing a pension from
12 PERS or the City of Seattle Retirement Plan immediately upon terminating employment.

13 **B. UPON SEPARATION**

14 An employee, upon separation with the County, shall be paid for up to four-hundred eighty
15 (480) hours of accrued benefit time (BT) at 100%.

16 If an employee resigns without giving two weeks notice, the employee will forfeit thirty-three
17 percent (33%) of his or her accrued BT for that calendar year. They will be paid one-hundred percent
18 (100%) of the remaining hours up to a maximum of 480 hours.

19 If an employee leaves the Employer after working less than six (6) months, the employee will
20 forfeit sixty percent (60%) of his or her accrued BT. He or she will then be paid 40% of their accrued
21 BT at his or her regular rate of pay.

22 If the employee is terminated for just cause, the employee will forfeit thirty-three percent
23 (33%) of their accrued BT for that calendar year. They will be paid one hundred percent (100%) of
24 the remaining hours up to a maximum of 480 hours.

25 **15.7 Holidays**

26 Employees are expected to manage their use of BT to cover paid time off for holidays. If a
27 new employee does not have accrued BT to cover a holiday because it is too close to his or her hire
28 date, the employee's next paycheck will be short by the hours that his or her BT bank does not cover.

1 Except for salaried employees, all work performed on the following holidays shall be paid at
2 the rate of one and one-half (1-1/2) times the employee's hourly rate of pay for all hours worked:

- 3 • New Year's Day
- 4 • Martin Luther King's Birthday
- 5 • Washington's Birthday (also known as President's Day)
- 6 • Memorial Day
- 7 • Independence Day
- 8 • Labor Day
- 9 • Veterans Day
- 10 • Thanksgiving Day
- 11 • Day after Thanksgiving Day
- 12 • Christmas Day
- 13 • Day before or after Christmas Day (as scheduling requires for non-shift workers; shift
14 workers will observe the day before Christmas as the holiday)

15 Holidays will be on the actual day of the holiday for shift crews and on the day King County
16 observes the holiday for employees whose workdays are between Monday and Friday, inclusive.
17 Shift employees required to work on Christmas Eve will be paid one and one-half (1-1/2) times the
18 employee's hourly rate of pay for all hours worked.

19 **15.8 Holiday Shift Changes**

20 Work schedule changes during holiday workweeks shall be made by the supervisor or
21 requested by the employee at least fourteen (14) days prior to the holiday, or when a holiday work
22 schedule is set by a business team.

23 The decision to modify an employee's work schedule during a holiday workweek shall be
24 made by the employee's supervisor and business team(s) based on mutual benefit to the employee
25 and the business need. Individual employees may not modify their work schedule without prior
26 approval of their supervisor and/or business team(s).

27 **15.8.1 Holidays for Laboratory Employees**

28 Laboratory employees working a weekend rotating shift will observe the actual holiday.

1 Laboratory employees working a Monday through Friday shift will follow the observed holiday
2 schedule. Employees shall not observe a holiday more than once. For example, an employee
3 working Monday through Friday who then works the weekend shift shall be considered to be working
4 the weekend and therefore shall observe a Saturday holiday on the actual day (Saturday).

5 **15.9 Benefit Time Scheduling**

6 Benefit Time requests submitted between January 15 and February 7 of each year shall be
7 considered for approval in order of WTD-Wide seniority for the following 52 weeks beginning
8 February 8.

9 BT requests made between January 15 and February 7 shall be approved or disapproved by
10 February 21. Benefit Time requests submitted on or after February 8 each year shall be given
11 preference in the order received. All Benefit Time requests shall be approved or disapproved within
12 a 14 calendar day period.

13 **15.10** Management commits to SEIU participation in a BT Standards Committee which will
14 update and modify relevant sections (BT-related) of the current Workforce Standards.

15 **ARTICLE 16: JOB PROGRESSION**

16 **16.1 Purpose And Intent**

17 The Employer and the Union agree to maintain a job progression system that provides
18 employees the opportunity to be reclassified from one level to the next higher level of the following
19 classification families. Employees who are in a job progression classification may progress to the
20 next higher classification level within the classification family provided they have successfully
21 completed probation and meet the requirements for advancement.

- 22 • Operator-in-Training to Wastewater Treatment Operator to Wastewater Treatment
23 Senior Operator
- 24 • Industrial Maintenance Mechanic to Industrial Maintenance Master Mechanic
- 25 • Inventory Purchasing Specialist I to Inventory Purchasing Specialist II
- 26 • Gardener to Senior Gardener
- 27 • Utility Worker 1 to Utility Worker 2

28 Advancement will be based upon the employee (advancement candidate) meeting specific

1 criteria, which demonstrates that the employee possesses the knowledge, skills and abilities to
2 perform the full scope of duties required at the higher level. The Process Lab Specialist, Process
3 Engineers, and Process Analyst classification families will maintain their existing job progression
4 criteria.

5 The goals of the Job Progression Program are to provide covered employees in certain job
6 classification families with the opportunity for career growth, to meet the Wastewater Treatment
7 Division's future workforce needs and to support King County's policy of providing employees with
8 internal career growth opportunities.

9 Employees participating in the program are expected to demonstrate initiative in seeking the
10 training, work experiences and assignments needed to develop the skills needed to advance.
11 Employees are encouraged to use supervisory feedback, the quarterly performance meetings, the
12 annual performance evaluation process and the annual Individual Training and Development Plans as
13 tools to support their efforts to advance through job progression. Employees will be expected to take
14 advantage of employer provided training as well as pursue self study and training on their own to
15 achieve advancement.

16 **16.2 Job Progression Wage Structure**

17 Progression candidates may apply for advancement to an annually convened review board
18 after successful completion of their probationary period or having completed one regular annual
19 performance appraisal period with an above standard rating (3.6667 to 4.333). Upon
20 recommendation for advancement from the review board, the advancement candidate will advance to
21 the step in the higher classification that provides a one step increase (approximately 5%) over their
22 former pay step on the first of the pay period following the board's recommendation.

23 **16.3 Progression Criteria**

24 An employee who has successfully passed probation in a classification that provides for
25 progression to the next higher classification can progress from any pay step upon recommendation of
26 a review board established for the purpose of evaluating employee readiness to perform at the higher
27 level. The review board will meet annually and determine the following:

- 28 1. Whether the candidate possesses the certifications and licenses required at the

1 higher classification level;

2 2. Whether the candidate has completed all required training;

3 3. Whether the candidate has achieved an above standard rating (3.6667 to 4.333) on
4 their last performance evaluation or probationary evaluation; and has successfully completed any/all
5 formal performance improvement plans;

6 4. Whether the candidate has sufficient experience at the established level in critical
7 areas and under critical circumstances to demonstrate competent performance at the higher level
8 classification;

9 5. Whether the candidate has passed, at the established level, any required knowledge,
10 skills, general competency and/or specific technical proficiency tests;

11 6. Whether the candidate has been free of discipline for a minimum of one year and
12 all disciplinary issues are resolved to the satisfaction of the Review Board.

13 **16.4 Job Progression Timeline**

14 Applications for Job progression should be made by November 30th. The Division commits
15 to publishing the timeline for job progression. The timeline will be published no later than six weeks
16 after closing the application process.

17 **16.5 Job Progression Portfolio**

18 A job progression candidate's portfolio should contain information supporting the candidates
19 qualifications to progress. The portfolio may contain documents such as certificates or work orders
20 that indicate the candidate's ability to perform at the higher classification. Information provided in
21 the portfolio can come from any experience a candidate has had before or during being employed by
22 King County. A portfolio may also contain documents that support a candidate's leadership or ability
23 to work in adverse conditions.

24 **16.6 Operator-In-Training**

25 Job Progression is mandatory for the Operator-In-Training (OIT) classification. OIT's who
26 fail to meet the requirements for advancement to Wastewater Treatment Operator, within two years
27 of appointment, shall be eligible to fill an open bargaining unit position, for which they qualify, at the
28 same or lower pay range or shall be terminated.

1 It is understood by the parties that this provision shall not serve as setting a precedent for
2 other classifications in the bargaining unit.

3 The purpose of the Operator-In-Training (OIT) classification is to provide an entry-level
4 classification in the Operator Classification Family for individuals lacking the experience and
5 certification to qualify for entry into the Operator classification. The goal is to train the incumbents
6 so as to allow them to develop the proficiencies to perform at the Operator classification and to
7 concurrently compensate them at the level for which they are qualified.

8 Under normal circumstances, new OITs are hired into the day operations group. Once hired,
9 the OIT and their supervisor will develop a training plan which will be used in scheduling training
10 and which will be focused upon providing the employee with basic operating skills and a basic
11 understanding of the plant. While in day operations, they will provide operations support under the
12 supervision of Operators and Senior Operators, which will provide some training opportunities.

13 While it is possible to learn some aspects of operations while on days, it is necessary that an
14 OIT be assigned to shift for training purposes, as this is the only way to become knowledgeable about
15 the interrelations between different treatment processes and familiar with the idiosyncrasies of the
16 plant over various weather/season conditions.

17 A major goal of the organization is to progress OITs to the Operator classification and
18 increase their skills as an Operator once they do so, in as timely a manner as possible commensurate
19 with their skills and within the limits of the business need. In order to do this, it is important that the
20 OIT work with his/her Supervisor to identify training opportunities that further this goal with the
21 recognition that compensation will progress in accordance with the employee's movement through
22 each classification of the family.

23 In order to be effectively trained, it is important that the new OIT receive one-on-one training
24 for a period of time; however, it is expected that s/he will be given greater responsibility to work an
25 area over time. Following is a proposed set of standards for determining when an OIT will be
26 allowed to work in an area under general supervision.

27 1. When the OIT is assigned to shift, s/he will work with his/her Supervisor to
28 develop a training plan, including which plant area s/he will be learning.

1 2. Until the OIT has successfully completed the supervisor's training plan for the
2 area, and has been assessed as competent to perform in the area, s/he will not be assigned to an area
3 alone. If it is normally a two (2) person area, the second person must be a fully qualified
4 Operator/Senior Operator and a routine check-in must be maintained with the OIT having clear
5 instructions regarding contacting either the other Operator/Senior Operator or their Supervisor if
6 there are any situations outside his/her training. In this case, a qualified Operator/Senior Operator
7 will be dispatched to the area to work with the OIT and to provide training as to how to deal with the
8 new situation.

9 3. At no time will two (2) OITs be assigned to work in the same area unless it is under
10 the direct supervision of an Operator/Senior Operator.

11 4. Once an OIT has been trained and assessed as competent in an area, s/he may be
12 assigned to work that area under general supervision; however, it is expected that s/he continues to
13 contact his/her Supervisor, who will dispatch a qualified Operator/Senior Operator when situations
14 outside his/her experience occur to assist him/her to learn how to deal with them. Such interactions
15 will be documented in the area log.

16 5. While assigned to the crew in a training mode, the OITs will not be used as an
17 excuse to allow additional crew members to take time off. The OIT is not to be assigned to operate
18 an area without direct or close indirect supervision until they have been trained and assessed as
19 competent in the area.

20 6. In the event that the Supervisor has determined the crew size has dropped below
21 the level required for safer operation of the plant, an OIT may be used to operate an area for which
22 they have been trained and assessed as competent without requiring the call in of an Operator. In this
23 circumstance, the Supervisor will assign, in writing, an upgrade subject to Article 12.2 of the
24 Collective Bargaining Agreement.

25 7. Once an OIT has been trained and assessed as competent in an area and has worked
26 the area on shift for a period of six (6) months (from the date of competency) to gain proficiency, s/he
27 will normally be returned to day operations. In the event management has a legitimate business need
28 to retain the area competent OIT beyond the timeframes specified herein, the issue shall be referred to

1 the LMC for review and discussion, to ensure that the training needs of other OITs are not negatively
2 impacted.

3 **Definitions:**

4 1. Direct Supervision - An employee shall be considered as working under direct supervision
5 when working alongside or in the immediate vicinity of another employee who has been assigned
6 responsibility for training the lower level employee.

7 2. Close Indirect Supervision - An employee shall be considered as working under close
8 indirect supervision when a higher level employee is assigned primary responsibility for the area or
9 tasks and is present in the general work area of the trainee.

10 3. General Supervision - An employee shall be considered as working under general
11 supervision when working independently with a minimal level of supervision that is typical of a
12 journey or higher level employee.

13 **16.7 The Review Board**

14 The Review Board will convene annually to review all applications for Job Progression
15 advancement. The Board will consist of members of the management team, human resources,
16 supervisors of the candidates, subject matter experts from the management and bargaining unit ranks
17 as selected by management and two organizational union representatives from SEIU 925. The
18 Review Board will have established protocols for evaluating whether each candidate for advancement
19 possess the knowledge, skills and abilities needed to perform the full scope of duties of the higher
20 classification for which they are seeking to advance.

21 **16.8 Oversight and Union Involvement**

22 The Employer and the Union agree to support the job progression program by assisting
23 employees in acquiring achieving the knowledge, skills and abilities to perform, by encouraging
24 employee initiative and by constructively identifying barriers and working together through a
25 continuous improvement approach. The Labor Management Committee will serve in an oversight
26 capacity, regularly reviewing program progress through supervisor and employee reports, employee
27 training and development data, consultant recommendations and program work plans.

28 The Employer and Union agree to use the Labor Management Committee forum to resolve

1 issues and engage in problem solving discussions regarding the administration, implementation and
2 maintenance of the program, set program goals and collaborate on communications. Management
3 will have the final decision for which candidates progress.

4 **16.9 OIT Pilot Program**

5 The parties agree to pilot the new OIT program that is jointly developed in LMC as described
6 in Attachment 1.

7 **ARTICLE 17: BENEFITS**

8 See also MLA Article 25.

9 **17.1 Benefit Plan Administration**

10 The administration of the employee benefit plans is the responsibility of the Employer. The
11 Employer is committed to helping employees understand the benefits to which they are entitled
12 eliminating red tape where possible, and ensuring efficient administration by the parties with which it
13 contracts. The Employer may make administrative changes that are necessary or desirable and will
14 notify the Union of administrative changes as they occur.

15 The Employer shall maintain the current level of benefits under its medical, dental, vision and
16 life insurance programs during the life of this Agreement, except that:

17 A. There is an established County-wide Labor/Management Insurance Committee
18 (JLMIC) comprised of an equal number of representatives from the Employer and the King County
19 Labor Coalition whose function is to review, study, and make recommendations relative to existing
20 medical, dental, and life insurance programs.

21 B. The Union and the Employer agree to incorporate changes to employee insurance
22 benefits which the County may implement as a result of the agreement of the JLMIC.

23 **17.2 Eligibility**

24 Regular, probationary, and term limited temporary employees, their spouses, domestic
25 partners, eligible dependent children, and eligible dependent children of an employee's spouse or
26 domestic partner are eligible for medical, dental, vision, disability, and life insurance benefits upon
27 the first of the month following the date of hire.

1 **17.3 Retirement**

2 Bargaining unit employees are currently covered by either the Public Employees Retirement
3 System or by the City of Seattle Retirement System. All terms, conditions, and benefits shall be
4 pursuant to the laws, ordinances, and rules and regulations governing these retirement systems.

5 **17.4 Workers' Compensation**

6 A. The Employer will maintain workers' compensation procedures and payments
7 consistent with all state laws, administrative rules, and guidelines promulgated by the state legislature
8 and Department of Labor and Industries.

9 B. In addition to the compensation benefits accruing to employees under state
10 industrial insurance laws, or in addition to the compensation earned for alternative work, an
11 employee may use his/her accrued Benefit Time to supplement the workers' compensation payment.
12 An employee will not receive compensation in excess of what he/she would normally receive in net
13 take-home pay. Any overpayment must be returned to the Employer. Net take-home pay will be
14 calculated based on the employee's hourly wage at the time of injury times eighty (80) hours minus
15 mandatory deductions.

16 C. Employees who become injured while at work shall be paid at their regular rate of
17 pay for the remaining portion of the shift that they are unable to complete.

18 D. Employees who miss work due to on-the-job injuries will continue to accrue
19 Benefit Time on straight-time hours of work lost, for a maximum of sixty (60) workdays missed
20 during each calendar year.

21 E. While on workers' compensation, the employee must do the following:

- 22 1. Notify the Employer's Workers' Compensation Office if unavailable for
23 more than twenty-four (24) hours during a regular workweek, from Monday through Friday.
24 2. Inform the Employer's Workers' Compensation Office, in writing, of other
25 employment or compensation received while being paid workers' compensation.
26 3. Respond or be available for medical treatment, medical examination,
27 vocational rehabilitation, consultation, or services. If records indicate two (2) "no shows" for
28 scheduled medical or vocational services, the Employer may request suspension of benefits.

1 4. Accept alternative work when authorized by the employee's physician as
2 being able to do so.

3 5. Maintain eligibility for workers' compensation under state regulations.

4 6. Attend all meetings and independent medical examinations scheduled by
5 the workers' compensation staff or the employee's division concerning the employee's status or
6 claim when properly notified at least twenty-four (24) hours in advance of such meeting or
7 examination unless other medical treatment is scheduled on the same date which conflicts with the
8 Employer's scheduling.

9 F. Employees will be provided a copy of the rules in this section when they file a
10 claim for workers' compensation.

11 **17.5 'Home Free' Guarantee**

12 The Employer will operate a program to provide employees with a free ride home, by taxi, if
13 on a given day the employee has commuted to work by bus, carpool, vanpool, bike or walking on the
14 day of the trip and has an emergency that day which requires the employee to leave work at other
15 than the employee's regularly scheduled quit time. Determination of what constitutes a qualified
16 emergency will be made at each worksite by the employee designated by the Employer. Employees
17 can exercise their 'home free' guarantee a maximum of eight (8) times per calendar year.

18 **17.6 Executive Leave**

19 FLSA exempt employees with satisfactory performance evaluations for the preceding
20 calendar year who are covered by this Agreement shall receive three days of Executive Leave per
21 calendar year. Executive Leave up to seven additional days per year, as provided in Executive Policy
22 8-1-2, may be granted at the discretion of the Employer.

23 **17.7 Training**

24 WTD is committed to supporting the career development of its employees. To that end, WTD
25 has developed a policy which provides opportunities for employees to receive compensation and/or
26 reimbursement for job-related and career-related training. The Employer reserves the exclusive right
27 to develop and administer the WTD training policy in accordance with business needs and available
28 training resources (consistent with the terms of this Agreement). However, prior to making any

1 changes in the WTD training policies, the Employer will consult with the Union at the parties' Labor
2 Management Committee meetings to discuss with, and receive input from, the Union on such
3 changes.

4 **17.8 Meal Reimbursement**

5 1. Regularly Scheduled Workday. Employees shall be eligible to receive a meal
6 premium pursuant to the established "dinner rate" under the following conditions:

7 a. the employee is required to work two or more hours beyond the number of
8 hours the employee is regularly scheduled to work in a day; and

9 b. the employee works at least ten consecutive hours; and

10 c. the employee is not notified of the requirement to work the extra hours prior
11 to the calendar day the extra hours are worked.

12 2. Regular Day Off. Anytime an employee is called in (unscheduled) on a regular day
13 off and works more than ten consecutive hours, the employee shall be entitled to a meal
14 reimbursement (except when that employee is called in to work a rotating shift).

15 **ARTICLE 18: LEAVES OF ABSENCE WITH AND WITHOUT PAY**

16 **18.1 Leaves of Absence With Pay**

17 **A. Bereavement Leave.** – See MLA Article 8.

18 **B. Jury Duty/Subpoena.** – See also MLA Article 5. An employee subpoenaed may
19 be allowed the necessary leave with pay not to exceed forty (40) hours per week. The employee
20 should notify his/her supervisor immediately upon receiving notification of the subpoena. Any
21 payment for travel expenses will be reimbursed to the employee. The employee shall make every
22 effort to report to work in case of early excusal. This section does not apply when the employee is a
23 plaintiff or defendant.

24 **C. Military Duty/Training Leave.** – See MLA Article 2.

25 **18.2 Leaves of Absence Without Pay** – See MLA Article 3.

26 **18.3 Return from Leave of Absence**

27 Employees wanting to return from a medical leave of absence, or who need to extend the
28 leave of absence beyond the original return date, must provide an acceptable medical release from

1 their attending health care provider. Absent a release from the employee's health care provider; the
2 employee may be required to be examined by a physician of the Employer's choice at the Employer's
3 cost to determine the employee's right to either a continuing leave or return to work status. Disputes
4 concerning an employee's own medical leave are subject to provisions of King County Policy PER
5 22-4-2 (AEP) Disability Accommodation in Employment.

6 Employees will be re-employed in their former classification at the end of the leave, provided
7 the employee is able to perform the essential functions of their position either with or without
8 reasonable accommodation. Seniority and Benefit Time accrual rates based upon seniority
9 established at the time of departure on leave of absence shall be restored when the employee returns
10 to work. No seniority or benefits will accrue while on a leave of absence without pay in excess of
11 thirty (30) calendar days except as provided in this Agreement. In the case of Union business,
12 employees granted leave will continue to earn seniority.

13 **18.4 King County Family Medical Leave – See MLA Article 11.**

14 **ARTICLE 19: SAFETY STANDARDS**

15 The Employer and its employees value a safe working environment and recognize their
16 mutual obligation to maintain safety standards. The Employer shall adopt and enforce a program in
17 accordance with applicable state and federal laws and regulations that encourages the safety
18 committees to establish programs that meet the Employer and the employee safety needs and that
19 clearly delineates safety equipment needs, thereby setting the standard for all employees to perform
20 their duties in a safe and competent manner.

21 The Employer shall supply and maintain safety-related items and equipment in accordance
22 with established practice and special conditions.

23 **ARTICLE 20: SPECIAL CONDITIONS**

24 **20.1 Prior Ongoing Permanent Savings**

25 In order to memorialize the gainsharing distribution for ongoing permanent savings to the
26 wastewater program achieved under a prior collective bargaining agreement, a permanent adjustment
27 for past productivity gains will continue to be added to the base hourly pay rate for all employees in
28 the bargaining unit prior to October 18, 2008. This amount shall be adjusted for COLA as described

1 in Appendix A.

2 **20.2 License and Tuition Reimbursement**

3 Employees required to have special licenses and/or required to attend seminars/outside
4 courses of study that relate to business needs and are approved in advance will be reimbursed.

5 **20.3 Professional Licenses and Certifications**

6 Employees in the classifications and possessing the licenses listed below shall receive a \$50-
7 per-month premium for each such license/certification as follows:

- 8 a. Boiler license for all Operators regularly assigned to the rotating shift at West
9 Point;
- 10 b. Commercial Drivers License
- 11 c. Collections certificate for all operations and maintenance staff regularly assigned to
12 an off-site team);
- 13 d. Mobile crane operator or
- 14 e. Group IV Operator license
- 15 f. Backflow Assembly Tester certificate
- 16 g. Electrician (01) License
- 17 h. Pest Control (PCO General and PCO Structural) for Utility Worker II and Senior
18 Gardener classifications.

19 The number of employees eligible for a premium under this section will be limited by
20 management according to business needs. Management will identify the maximum number of
21 employees eligible by classification and/or Business Team in a list provided to the union on an
22 annual basis.

23 **20.4 Shoe Allowance**

24 An employee who is required to wear safety shoes as a regular part of his/her duties will be
25 provided safety shoes through a voucher process with a yearly limit of \$200.

26 **20.5 Job Descriptions**

27 A joint task force of the Employer and Union shall review, change, and/or develop new job
28 descriptions as necessary for the classifications listed in Appendix A of this Agreement.

1 **20.6 Vehicle Usage Reimbursement**

2 Employees who use their own vehicles on the Employer's business shall be reimbursed at the
3 Internal Revenue Service rate currently in effect.

4 **20.7 Personnel Files**

5 The employee or his/her representative (if the employee so authorizes in writing) may
6 examine the employee's personnel files, including the division personnel file and the permanent
7 personnel file by contacting WTD Human Resources staff. Only appropriate information shall be
8 maintained in an employee's personnel file.

9 Employees may request that a document be removed from their personnel file in accordance
10 with division established procedures and applicable policy.

11 **20.8 Performance Evaluation/Development Review**

12 The Employer shall maintain a system of employee performance evaluations/development
13 reviews designed to give a fair evaluation of the work performed by the employee and to guide the
14 professional development of the employee to meet business and individual needs.

15 The Employer and the Union shall jointly develop the performance evaluation/development
16 system to be used. The Employer will provide training on the appropriate use of the performance
17 evaluation/development review process.

18 Employee's performance shall be evaluated once per year. A copy of the final evaluation will
19 be provided to the employee, and a copy will be placed in the employee's permanent personnel file.
20 The employee will be given an opportunity within thirty (30) days of the evaluation to attach
21 comments to the evaluation in the personnel file.

22 An employee may appeal the evaluation to the Section Manager if he/she disagrees with the
23 ratings.

24 **20.9 Legal Counsel**

25 Whenever an employee is named as a defendant in a civil action arising out of the
26 performance of the employee's duties and is acting within the scope of employment, the Employer
27 shall, at the written request of the employee, furnish counsel (or solely at the Employer's discretion,
28 reimburse the employee the cost of their private counsel) to represent the employee to a final

1 determination of the action, without cost to the employee.

2 **20.10 Drug and Alcohol Testing Policy**

3 The parties have agreed to implement the “Policy for King County Prohibited Drug Use and
4 Alcohol Misuse Education and Testing Program” (PER 15-1-2 Non-Safety Sensitive Employees and
5 PER 15-2-2 Safety Sensitive Employees hereinafter, “Drug and Alcohol Testing Policies”) for
6 employee’s occupying non-safety sensitive and safety sensitive positions with the following
7 modifications or additions:

8 A. All bargaining unit employees assigned to safety sensitive positions shall be
9 included in a single random testing pool of County employees (i.e., A bargaining unit member
10 receiving compensation for carrying a commercial license (CDL).

11 B. The Union will be provided with a copy of the form(s) prepared indicating the
12 grounds for requiring an employee to submit to a reasonable suspicion test within 24 hours of testing
13 or as soon as possible thereafter.

14 C. When available, a second supervisor will observe a reasonable suspicion test and
15 complete related forms in accordance with the Drug and Alcohol Policies. For additional
16 information, review the King County Drug Use and Alcohol Misuse Education and Testing Program
17 Policies Handbook.

18 **20.11 Job Shadow**

19 Employees may be permitted to “Job Shadow” on a voluntary basis. Job Shadowing shall be
20 conducted during off duty time and without compensation. The off-duty employee shall be permitted
21 to observe only and may not perform work of any kind. Job shadowing must be approved in advance
22 by the Supervisor of the affected area. Such approval shall be in writing with copies forwarded to
23 WTD-HR, and the Union.

24 Injuries sustained during a job shadow activity are not subject to worker’s compensation.

25 Job shadow participants will be required to observe all safety rules and wear appropriate
26 personal protective clothing/equipment.

27 In the event that emergency circumstances arise while an off duty employee is engaged in a
28 job shadow activity and the assistance of the off-duty employee is required, the employee will be paid

1 at his/her regular or overtime rate, whichever is applicable.

2 **20.12 Vashon Island**

3 Residence on Vashon Island may be required, as a condition of employment, for positions
4 located at the Vashon Island Wastewater Treatment Plant. Employees who transfer to the Vashon
5 Island Treatment Facility will be given a reasonable amount of time to establish residency on Vashon
6 Island, if it is required.

7 **ARTICLE 21: SAVINGS CLAUSE**

8 See MLA Article 30.

9 **ARTICLE 22: CONTRACTING OUT**

10 See MLA Article 16.

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1 **ARTICLE 23: TERM OF AGREEMENT**

2 See MLA Article 31.

3
4 APPROVED this 15 day of MARCH, 2018.

5
6 By: Dow Corbett
7 King County Executive

8
9
10 For Service Employees International Union, Local 925:

11 Tyler Bass
12 Tyler Bass, Field Director

13 Bob Goucher
14 Bob Goucher, Chapter President

15 Denise Chanez
16 Denise Chanez, Bargaining Team Representative

17
18 Mark Green, Bargaining Team Representative

19 Lloyd Holman
20 Lloyd Holman, Bargaining Team Representative

21
22 Stacy Mamon, Bargaining Team Representative

23
24 Pamela Restovic, Bargaining Team Representative

25 Curtis Steinke
26 Curtis Steinke, Bargaining Team Representative

APPENDIX A

GENERAL WAGE INCREASE AND WAGES

A. Classifications and Rates of Pay

The classifications covered under this Agreement shall be compensated on the County's Squared Salary Table on the ranges set forth below:

cba Code: 011

Union Code: A2

Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range (on Square Table)	Steps on Square Table
9440300	942402	Crew Chief	53	2-4-6-8-10
9101100	912103	Custodian	37	2-4-6-8-10
9101000	912001	Custodian - Assistant	26	2-4-6-8-10
9200100	921101	Gardener	43	2-4-6-8-10
9200200	921201	Gardener - Senior	48	2-4-6-8-10
7540700	954000	Helper (Seasonal)	30*	2-4-6-8-10
8423100	844101	Industrial Engine Mechanic	55	2-4-6-8-10
8301100	831101	Industrial Instrument Technician	57	8-10
8301200	831201	Industrial Instrument/Electrical Technician - Lead	61	10
8424100	844201	Industrial Lubrication Systems Specialist	51	2-4-6-8-10
8421100	842401	Industrial Machinist	55	2-4-6-8-10
8421200	842501	Industrial Machinist/Mechanic - Lead	59	10
8203100	822201	Industrial Maintenance Electrician	57	8-10
8420200	842201	Industrial Maintenance Mechanic	51	4-6-8-10
8420300	842301	Industrial Maintenance Mechanic - Master	55	2-4-6-8-10
8420100	842101	Industrial Maintenance Worker	42	6-8-10
8106100	812104	Industrial Painter	51	2-4-6-8-10
2211100	221503	Inventory Purchasing Specialist I	42	1-2-4-6-8-10
2211200	221606	Inventory Purchasing Specialist II	46	2-4-6-8-10
2211300	221705	Inventory Purchasing Specialist III	49	10
7532100	754301	Process Laboratory Specialist I	48	2-4-6-8-10
7532200	754401	Process Laboratory Specialist II	52	2-4-6-8-10
7532300	754501	Process Laboratory Specialist III	56	2-4-6-8-10
2334100	234102	Safety and Health Administrator I	43	2-4-6-8-10

Service Employees International Union, Local 925 - Wastewater Treatment Division - Department of Natural Resources and Parks

January 1, 2018 through December 31, 2020

011MLAC0117

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Job Class Code	PeopleSoft Job Code	Classification Title	Pay Range (on Square Table)	Steps on Square Table
2334200	234201	Safety and Health Administrator II	48	2-4-6-8-10
2334300	234301	Safety and Health Administrator III	54	2-4-6-8-10
2334400	234405	Safety and Health Administrator IV	63	2-4-6-8-10
7120100	713102	Wastewater Process Analyst I	54	2-4-6-8-10
7120200	713202	Wastewater Process Analyst II	59	2-4-6-8-10
7120300	713301	Wastewater Process Analyst III	64	2-4-6-8-10
7130100	711204	Wastewater Process Engineer I	57	2-4-6-8-10
7130200	711303	Wastewater Process Engineer II	66	2-4-6-8-10
7130300	711404	Wastewater Process Engineer III	70	2-4-6-8-10
4210100	421309	Wastewater Support Specialist	43	1-2-4-6-8-10
7540200	756202	Wastewater Treatment Operator	51	1-2-4-6-8-10
7540300	753602	Wastewater Treatment Operator - Senior	55	2-4-6-8-10
7540400	756402	Wastewater Treatment Operator - Senior in Charge	60	9
7540100	756101	Wastewater Treatment Operator-in-Training	38	6-8-10
7540600	756601	Wastewater Treatment Utility Worker I	37	2-4-6-8-10
7540900	756902	Wastewater Treatment Utility Worker II	43 ¹	2-4-6-8-10

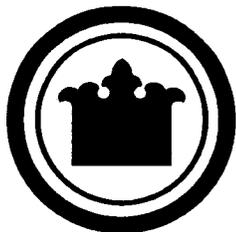
* Helper employees in the Supported Employment Program will be paid ninety-five percent (95%) of the appropriate step of Range 30.

¹ Prospective step placement on new range upon implementation of this agreement. Step placement on new range: closest step on new range not resulting in a decrease. Employees at Step 10 at the time of implementation of this agreement for more than 1 year will be step placed at Step 10 of the new range.

Teach/Lead/Coach (TLC) Handbook

King County
Wastewater Treatment Division and
Service Employees International Union, Local 925

Revised (8/5/04)



King County



Clean Water - A Sound Investment

I. GUIDING PRINCIPLES

- Recognizing positive and corrective work performance and behaviors.
- Partnership between supervisor/shop steward, working together for the benefit of the individual.
- Taking personal responsibility.
- Non-judgmental
- Solution-oriented
- Resolving issues at lowest level possible.
- Consistent approach.
- Defined responsibilities.
- No surprises.
- Collaborative working relationship
- Positive Strive for a "win/win" situation
- Minimize need for manager-level decision making
 - Pass along information to managers
 - Leave decision making to supervisors
 - Manager may set boundaries
- Open communication - everybody involved
- Minimize personality-based decisions
- Utilize training
- Mediator role depends on issue
- Forget the past and deal with the present issue

II. WHAT IS TLC?

- TLC is positive and/or corrective feedback.
- TLC is a supervisor giving feedback about the employee's performance or behavior.
- TLC is also known as: inform, advise, discuss, comment, counsel, guide, instruct, educate, direct, recommend, remind, manage, explain, clarify, etc.
- TLC is informal or formal feedback (immediate feedback with employee or a scheduled meeting).
- TLC is oral or written feedback, or both.
- TLC is documented in the supervisor's log or supervisor's personal working file (not in official personnel file or plant personnel file).
- TLC is non-disciplinary, but if employee's performance or behavior does not improve, TLC documentation can be used toward discipline.

III. WHEN SHOULD TLC OCCUR?

- TLC should occur when an employee's performance is positive.
Example: Today, I received a compliment from Bob about your work on the Hydraulics class. He appreciated how you were able to gather and organize the information by the deadline, and present it in a logical, understandable manner.

- TLC should occur when an employee's performance or behavior requires correction. Example: Today, I received a concern from Bob regarding your work on the Hydraulics class. He said you had a deadline of 2 weeks to develop the curriculum. You assured him that it was going to be ready on time. The day it was due, you asked Bob for a 2-day extension. Tell me what happened?

IV. ROLES

Desired Approach

- Acknowledge positive performance by individuals and teams
- Collaborative working relationship
- Positive Strive for a "win/win" situation
- Minimize need for manager-level decision making
 - Pass along information to managers
 - Leave decision making to supervisors
 - Manager may set boundaries
- Open communication - everybody involved
- Minimize personality-based decisions
- Utilize training
- Mediator role depends on issue
- Non-judgmental
- Solution-oriented
- Forget the past and deal with the present issue

Role of the Manager

- Acknowledge positive performance by individuals and teams
- Decision maker if efforts to problem solve are unsuccessful between supervisor, shop steward and employee; situational
- Mediator; mediate not arbitrate; situational
- Supporter of process;
 - Resource provider
 - Leader of the process
 - Take ownership
 - Committed to the success of the process
- Enhance lowest level resolution of problem;
- Enhance the lowest level of process
- Keep the process moving; keep problem resolution process going and on track
- Facilitator
- Setting boundaries
- Options are options and not decisions. Keep mind open to possibilities

- Situational Roles
 - Facilitator - keep on track
 - Decision maker
 - Mediator not arbitrator
 - Supporter/leader committed to success
- Has the option to push the process back down to the lower level of supervisor / shop steward / co-worker(s) once issues have been heard

Role of the Supervisor

- Acknowledge positive performance by individuals and teams
- Facilitator
- Share information collaboratively
- Identify issues/problems and alternatives to solve problem
- Investigate identified problems
- Proactively involve shop steward at appropriate level of concern
- Work out problem together. Work with shop stewards and employees
- Coach individual
 - a. Set expectations
 - b. Explain problem
 - c. Help identify resources
 - d. Referrals (to EAP, etc.); involve shop steward
- Keep the process moving
- Seek agreement by all involved; if no agreement, refer to the manager
Document agreements
Document follow-up
- Proactively inform stakeholders (i.e., stewards, employee, etc) if expectations not being met.

Role of the Lead &/or Senior-in-Charge

- Assist supervisor with acknowledging positive performance
- Identify issues/problems and alternatives to solve problem
- Share information collaboratively
- Work with supervisors and employees to solve problems
- Focus on problem or issue. Avoid personal or historical problems.
- Coach the individual.
- Assist in resolving issues by involving the employee and also involving the supervisor and/or shop steward.

Role of the Shop Steward

- Assist supervisor with problem identification and alternatives to solve problem
- Share information collaboratively
- Keep the process moving

- Work with supervisors and employees to solve problems
- Mediate between supervisor and employee
- Focus on problem or issue. Avoid personal or historical problems
- Witness and document agreements (May assist with coaching/mentoring)

Role of Team Members Involved

- Acknowledge positive performance by individuals or team
- Identify issues/concerns and alternatives to solve problem
- Share information collaboratively
- Identify alternatives/solutions and recommend to supervisor and shop steward
- Keep the process moving

Role of the Union Business Representative

- Provide information and resources

WHERE IS THE TLC/DISCIPLINE LINE?

A. NON-DISCIPLINE	DISCIPLINE
Teach/Lead/Coach	Oral reprimand
	Written reprimand
	Suspension
	Demotion
<ul style="list-style-type: none"> TLC is meant to address violations of rules of minor significance or unsatisfactory work performance that can be normally corrected through counseling or training. TLC is non-disciplinary, but if employee's performance or behavior does not improve, TLC documentation can be used toward discipline. Tools: written reminders, performance improvement plan (PIP), etc. 	<ul style="list-style-type: none"> Discipline is meant to address violations of rules of major significance or continuing minor violations or continuing failure to meet expectations. Tools: performance improvement plan (PIP), etc.

DATE BY WHICH ACTION STEPS ARE TO BE COMPLETED:

SUPERVISOR'S RESPONSIBILITIES TO ENSURE PLAN WORKS:

EMPLOYEE'S RESPONSIBILITIES TO ENSURE PLAN WORKS:

NEXT MEETING(S) TO ASSESS PROGRESS:

We have mutually agreed upon this Performance Improvement Plan:

Supervisor's signature

Date

Employee's signature

Date

cc: Supervisor
Employee
Union
WTD HR

APPENDIX C

Wastewater Treatment Division

And

SEIU 925

Labor Management Committee

Charter

March 15, 2011

APPENDIX C

Contract language

See Article 1 of the collective bargaining agreement

Purpose

The Labor Management Committee was created as a forum to provide ongoing changes and continuous improvements in the workplace. Issues are to be discussed in an interest based, collaborative manner.

The Employer and the Union have established an ongoing process to identify each party's issues which may result in revisions to the current labor agreement and can address other matters mutually agreed upon between the parties. This will not include unresolved grievances.

To accommodate this process, the role of the Labor/Management Committee (LMC) is to deal jointly with areas of mutual interest to all parties, to move all parties toward a shared vision of a productive work place, and to oversee the tasks and/or committees called for in the labor agreement.

Representation

Union –

The union chapter president and the SEIU organizer representative; any 2 of the SEIU representatives from East and West plants.

Employer –

Assistant Division Director, Division HR Manager, Employee Labor Relations Representative, 1 Wastewater Treatment Division Section manager; 1 member Office of Labor Relations and a representative from maintenance and operations.

Alternates :

Are acceptable if they are briefed in advance by their team.

Quorum requirements –

Union: Chapter president or SEIU organizer representative and 2 members

Management: 1 person from Human Resources, 1 person from Operations, and if a contract matter 1 person from Office of Labor Relations.

In the event that a quorum is not achieved the LMC meeting will proceed with members sharing information and conducting administrative activities. All due effort shall be made by each member of the LMC to attend each meeting.

Frequency and length of meetings

Establish a yearly meeting schedule which will be meeting the third Tuesday of every month from 9:15 – 11:15 and rotating between West Point and the Renton Plants.

Guests or subject matter experts

May attend but LMC members need to be informed when the agenda is set in advance of the meeting.

Agendas

APPENDIX C

Scope

Responsibilities of the LMC

- To identify issues of mutual interest.
- Maintain and improve labor/management relations.
- Identify and solve problems.
- Provide a forum to exchange information.
- Maintain a work program and schedule.
- Post minutes on intranet.
- Perform other duties as mutually agreed.
- Identify members of subcommittees to address issues as assigned by the LMC

Authority for Contract Amendments

- Decisions resulting in amendments to the Agreement involving wages, hours, and working conditions will require participation by representatives of Local 925 and Office of LR.
- On the issues involving wages, hours and working conditions, the Local 925 representatives on the LMC will go to its membership for a vote.
- On matters which are more routine where the contract is silent, the LMC will make the decisions.

The role of the Labor Negotiator for the Office of Labor Relations

- The LR representative will measure impacts of proposed changes being considered by the LMC on other contracts within King County.
- The LR representative speaks on behalf of the King County Executive regarding labor relations issues and will share with the LMC whether issues it proposes to take up will need review from other levels of management and/or Council adoption.

Establishing agendas

- Proposed items for the agenda will be submitted to any LMC member.
- The agenda will identify whether the item is for decision, discussion, or education/information. Issues may not be discussed at the first meeting except to determine when and where the matter should be discussed.
- Parties to the LMC will manage issues which are brought to their representatives. A standing agenda item will allow for the possible introduction of last minute and/or new agenda items; however, LMC members agree not to abuse this.
- The person submitting an issue will be urged to read the meeting notes and stay updated regarding the progress of their issue. A response will be given concerning the issue within 90 days of being scheduled as an agenda item.
- A draft agenda will be sent out a week in advance.
- The agenda will be reviewed at the beginning of the meeting in case there are additions.

APPENDIX C

Facilitation

Responsibilities

- Serves in an impartial manner as to outcome of issues.
- Promotes the interest-based process.
- Prepares and distributes DRAFT meeting agendas.
- Keeps committee on track to the issues and discussion points.
- Promotes appropriate and full participation by all members.
- Sends out requests for agenda items

Who – King County Alternative Dispute Resolution Program

Minute-taking

- Management will provide a minute taker
- The minutes shall not reflect the names of committee members when presenting discussion on an item.
- Create meeting summary which will include (a) Standing Agenda Items; (b) To Do's; (c) Decisions Made; (d) Items Deferred to Bargaining.
- Circulate summary to all committee members.
- Gather comments.
- Post approved minutes on the LMC intranet site.

Minute approval

- The LMC note taker will send out a draft of the minutes within one week after a meeting.
- LMC representatives will have one week to review the draft minutes after receiving them, and make proposed changes, if any. At the next LMC meeting the minutes will be reviewed, amended and approved.

Minute distribution

- Approved meeting minutes will be sent out for distribution by the note taker and posted in the WTD HR folder on the Intranet within one week.

Communication with Others

Receiving input from constituency groups

- Subcommittees and ad hoc task forces may be formed and will be given written charter and guidelines, including copies of LMC ground rules and procedures, and briefing on these rules and procedures as needed.
- Subcommittees and ad hoc task forces must include at least one LMC member as one method of creating linkages with the LMC.
- Subcommittees and ad hoc task forces shall use consensus decision-making.

Ground rules

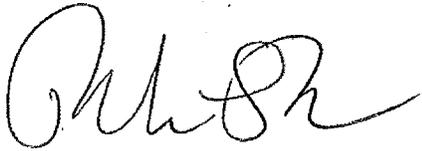
Shared behavioral expectations

APPENDIX C

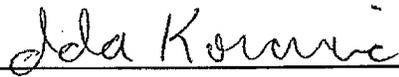
- The committee members shall abide by internal ground rules.
 - Show respect to fellow committee members inside and outside the meeting.
 - Either party may call a caucus.
 - Minimize side conversations.
 - Be ready to start on time.
 - Show up. Plan to attend the entire meeting or inform others in advance of your schedule conflicts. Notify a team member if you are unable to attend.
 - Be honest; inform another member of a concern privately when necessary for tact.
 - Support the group's decisions outside the meeting.
 - Avoid reopening previous decisions; however, decisions may be reopened by written request with an explanation and a consensus decision to do so.
 - Agenda identifies anticipated decisions; if a member needs to be present, they may request prior to the meeting that the item be deferred.
 - Verify that there is consensus.
 - It is a responsibility of all committee members to make the collaborative, interest-based process work and be held accountable for doing so.
 - Lighten up; have fun!
 - LMC members agree not to circumvent the LMC collaborative, interest-based decision making process.
- Decision-making**
- Consensus**
 - Decisions will be made by consensus. Consensus is achieved when everyone in the group reaches a decision with which they can live and which they are willing to support.
 - If a decision is not reached after discussion at 3 meetings the mediator will evaluate the situation.
 - If the issue cannot be resolved it will be added to the agenda for the next collective bargaining negotiations, or raised through other appropriate channels.
 - Definition and testing mechanism for decision making**
 - Recognizes impacts to existing programs. (*No unforeseen negative impacts or at least an attempt to identify impacts*)
 - Legal
 - Benefits outweigh the negative impacts.
 - To the extent possible, the proposal is cost-effective.
 - Improvement over existing practices.
 - Supports business and employee needs.
 - Feasible.
 - Improves the labor-management relationship.
 - Ratifiable. (*But, not required to go out for a vote*)
 - Understandable (*Requires communication with the membership*)
 - It's the right thing to do.
- Other**

APPENDIX C

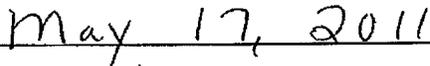
Signature Page



King County Labor Representative



SEIU Organizer Representative



Date

ATTACHMENT 1

WTD SEIU 925 Operator in Training Program

The Wastewater Treatment Division (WTD) and the Service Employees International Union (SEIU), Local 925 recognize the need for recruiting diverse candidates for the Wastewater Operator classification. It is recognized that the WTD has critical staffing needs for experienced and technically proficient Wastewater Treatment Plant Operators (WWTPO).

In an effort to prepare for succession planning and to share the knowledge held by long-term employees, an Operator in Training Program (OITP) has been established. The anticipated benefits for this program will expand workforce diversity, candidate pool and opportunities for current staff while maintaining a limit on approved full-time equivalents (FTE's).

Additional benefits to WTD would include savings in recruiting and selection process for future operator positions and reductions in time to fill positions.

King County WTD will implement the current contract language, as follows, as it relates to the OITP, for new temporary employees and existing employees wishing to avail themselves of the OITP opportunity.

1. Management will recruit candidates, focusing on diversity, non-traditional candidates and veterans to meet Equity and Social Justice (ESJ) goals.
2. Recruitment and selection will include demonstration of aptitude and interest in a wastewater treatment operations career, including the ability to work any shift schedule at any WTD location. A shift or location change will be subject to two weeks of advanced notification. All attempts will be made to identify location assignments with as much advance notice as possible. Current career service employees represented by SEIU 925 who express an interest in and aptitude for the OIT classification will be given an opportunity to apply for a special duty assignment. Internal candidates placed in the OITP would be subject to the same requirements to work any shift on any operations team at any WTD location for the duration of the assignment. With any new call for applicants within this OITP, a running total of three special duty assignments will be available to be filled with internal candidates at any one time.
3. Short Term Temporary – OIT – Utility Worker (STT-UW):
 - a. Management will establish positions for short-term temporary Utility Workers (STT-UW) which will be represented by SEIU, Local 925.
 - b. The OITP STT-UW will be hired at range 37, step 2 (entry).
 - c. The STT-UW employees will be limited to up to 6 months of full-time employment (960 hours); they will not be members of the King County Career Service, and will be considered as hired in “at will” status.
 - d. The STT-UW may be released at any time during the OITP. The STT employees may not grieve or appeal discharge or discipline under the collective bargaining agreement.

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- e. Career service employees assigned to special duty in the OITP will be compensated consistent with Article 8.6 of the collective bargaining agreement.
 - f. A special duty assignment in the OITP may be revoked at any time at the discretion of the Section Manager, and an employee may not grieve or appeal a decision to return him/her to his/her regular position.
4. OITP STT-UW Training and Schedule Plan:
- a. Participate in a minimum of 4 weeks of initial basic training (Boot Camp), including WTD orientation, Safety, and classroom training for basic wastewater operations on-the-job training (in a day operations status with technical trainers or under Day Operations supervision).
 - b. The focus of the initial training will provide material and experiences that will assist the STT-UW in qualifying for Washington Department of Ecology (WDOE) certification as an operator-in-training (WWTP-OIT).
 - c. Any time after either Boot Camp or a minimum of 4 weeks as an STT-UW, individuals in this program should expect to rotate for additional training within shifts and other operations groups (Day Operations, Offsite, etc.).
 - d. Achieving the WDOE WWTP-OIT certification is required within 6 months of hire.
 - e. If the OITP STT-UW is unable to obtain certification within 6 months, the OITP STT-UW will be released with no rights to the appeal or grievance process.
 - f. A career service employee participating in the program who is unable to obtain certification within 6 months will be returned to his/her regular classification.
5. Term-Limited Temporary – OIT:
- a. If the OITP STT-UW employee obtains the WWTP-OIT certification and receives a “meets Standards” rating on his/her first Performance Appraisal, then the employee will be directly hired to a term-limited temporary Operator in Training (TLT-OIT) beginning with the first full pay period after 10 weeks.
 - b. Wage placement upon transition to TLT-OIT will be range 38, step 6, which is the entry level salary.
 - c. The TLT-OIT employee may be moved to any shift or location (South Plant, West Point, BW, Offsite, Day Ops etc.) for the duration of his/her TLT assignment. A shift or location change will be subject to two weeks of advance notification. All attempts will be made to identify location assignments with as much advance notice as possible.
 - d. The TLT-OIT may be released at any time during the OITP. TLT-OIT employees may not grieve or appeal discharge or discipline under the collective bargaining agreement.
 - e. A career service employee on special assignment in a TLT-OIT assignment may be moved to any shift or location for the duration of the TLT assignment. A special duty assignment in the OITP may be revoked at any time at the discretion of the

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Section Manager and employees may not grieve or appeal the decision to return them to their regular position.

- f. The TLT-OIT will receive annual performance feedback and be eligible for a discretionary step increase on his/her anniversary date.

6. Advancement of TLT-OIT

- a. The term for the TLT-OIT will be established for up to two years, during which time the TLT-OIT is expected to obtain WA DOE Operator Group I certification.
- b. If the TLT-OIT employee cannot obtain Group 1 certification within 2 years, the TLT-OIT will be released with no rights to the appeal or grievance process. If a career service employee participating in the program cannot obtain Group 1 certification within 2 years, he/she will be returned to his/her regular classification.
- c. Subsequent to the attainment of the WWTPPO I license, the TLT-OIT will be encouraged and eligible to apply for any Operator vacancy within the division. Protocol for consideration will be:
 - i. Contract language regarding seniority for transfer placement;
 - ii. Internal competitive, including TLT-OITs reassignment and/or review and placement;
 - iii. Application and placement in other positions and classifications will be pursuant to contract language.
- d. A TLT will not be used to backfill any career services position (see exception in Section #8).
- e. If an Operator vacancy is advertised as an opening for an OIT, candidates in this program with TLT-OIT status and a WWTPPO-OIT certification or higher may apply. If one of them accepts the position, he/she is out of the OIT Training Program and becomes a Career Services OIT. (See Article 16, Job Progression, Section 16.6 Operator-in-Training.)
- f. A TLT-OIT may be released at any time during the OITP. TLT employees may not grieve or appeal discharge or discipline under the collective bargaining agreement.

7. Limit of TLT-OIT Program Assignments:

- a. A TLT-OIT who has applied for but not received an offer to be placed in a career service operator position may, at management's discretion, have the term of the TLT assignment extended in six-month increments for up to one additional year (three years total).
- b. A regular employee acting in an OIT position may not be extended beyond two years.

- 8. A TLT-OIT will not be used to meet minimum staffing levels, except in an emergency coverage situation. In such cases, a TLT-OIT may be used to backfill a career service operator position when no career service OIT, Operator or Senior Operator is available for call-out to provide coverage to meet minimum staffing requirements, as determined by the

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Wastewater Supervisor. If the TLT-OIT providing the emergent coverage has his/her Washington State WWTP Operator I certification, the TLT-OIT will be upgraded to Operator for the duration of the emergency coverage.

9. Seniority for employees hired as TLT-OITs will be determined by Article 9.1.C of the collective bargaining agreement. In the event of a tie, seniority will be determined by the Washington State DOE Wastewater Certification number, with the lowest number being the most senior.
10. This document does not imply an express or implied contract, but rather outlines the parties' mutual understanding of the best way for an employee to move forward on an Operator in Training Program. The parties agree that, in furtherance of the Operator in Training Program, whenever any modifications to the program are contemplated by either the County or the Union, those proposed modifications will be presented to and discussed at the LMC prior to enactment. Furthermore, the parties agree to document any modifications as an addendum to the Operator in Training Program Agreement.

11. Definitions:

- a. Direct Supervision - An employee shall be considered as working under direct supervision when working alongside or in the immediate vicinity of another employee who has been assigned responsibility for training the lower-level employee.
- b. Close Indirect Supervision - An employee shall be considered as working under close indirect supervision when a higher-level employee is assigned primary responsibility for the area or tasks and is present in the general work area of the trainee.
- c. General Supervision - An employee shall be considered as working under general supervision when working independently with a minimal level of supervision that is typical of a journey or higher level employee.

ATTACHMENT 2

Wastewater Treatment Division Operations and Maintenance Standards Benefit Time

1. Benefit Time – General

- A. While it is recognized that employees may occasionally need to be off work due to unforeseen circumstances, unscheduled time-off is detrimental to the efficient operations of the Wastewater Treatment Division. Use of unscheduled time off may be approved but will be monitored for the number and type of usage, and will be subject to discipline if the thresholds described in this standard are exceeded.
- B. Supervisors will monitor and track their employees' use of Benefit Time (BT) and time off and maintain appropriate records. Use the attached BT Log to record and track incidents.
- C. All occurrences of unscheduled absence will be recorded as incidents and subject to the conditions established in this standard.
- D. Supervisors, with input from their business teams, will establish and maintain minimum daily staffing levels subject to approval from the Section Manager.

2. Scheduled Benefit Time

- A. Article 15.3, section C of the contract between King County and Local 925 states, "Employees are required to submit requests and receive approval for scheduled time off as far in advance as possible to facilitate business team planning, but at least prior to the end of the previous shift/workday."
 - Any time off scheduled in accordance with this article will be considered scheduled and not subject to "incident tracking". Benefit time used in this fashion will not negatively impact eligibility for the Attendance Award Program.
 - **If a person schedules time off, they are expected to take that time off unless arrangements are made with their supervisor to return to work sooner than scheduled.**

3. Unscheduled Benefit Time

- A. In order to gain approval for **unscheduled time off**, employees are required to call in to Main Control at least 30-minutes before the start of their shift/workday and give notification that they will not be in, or they will be late, and provide a general reason why (personal illness or injury, sick child, vacation, etc.). Main Control will log all call-ins, recording the employees name, time of the call-in, and the reason given for the call-in. (The reason must be recorded to comply with FMLA/KCFML)
 - Business Teams may establish call-in requirements longer than 30-minutes based on like Business Team needs, subject to approval from the Section Manager.
 - If an employee calls in and expects to be gone for more than one (1) day, the employee may contact his/her supervisor and request/schedule additional days off. The first day shall be unscheduled time-off. The supervisor may grant those subsequent days as scheduled time off. The entire period of approved absence shall be defined as one "incident".
 - In the event of legitimate unforeseen personal emergencies, supervisors will have the discretion, with Section Manager's approval, to waive the application of an incident, or penalty for unscheduled benefit time. Waiver requests forwarded by a supervisor to a section manager will be reviewed for consistent and fair application of the standard by the supervisor.

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Wastewater Treatment Division Operations and Maintenance Standards Benefit Time

- Supervisors may approve time off with less notification than the minimum time required to qualify as scheduled time off. (i.e. asking in the morning to take the afternoon off). Approval of these requests is at the discretion of the Supervisor in consideration of workload and Business Team needs. The intent is to recognize that such approved time off is considered *scheduled*.
 - Comptime usage must be scheduled. There is no use of Comptime allowed for unscheduled leave.
- B. **Call-in Standards** - The following describes the procedures and consequences for reporting unscheduled absence from work.
- **On-time Call-ins**
 - Call-ins made at least 30 minutes prior to the start of the shift (or as established by the Business Team) will be approved by the supervisor and Unscheduled Benefit Time (UB) will be charged to account for the missed time.
 - The seventh incident of unscheduled, on-time call-in in a twelve-month period will result in progressive discipline.
 - The supervisor will use Teach Lead Coach (TLC) up to the seventh incident to reinforce the importance of scheduling leave.
 - **Late Call-ins**
 - Call-ins made less than 30 minutes (or as established by the Business Team) prior to the start of the shift will be considered late call-ins.
 - Employees will be allowed to use unscheduled Benefit Time (UB) for the first two incidences of late call-in in a twelve-month period. The third and subsequent incidences of late call-in will be unapproved and unpaid for the time missed. (UA)
 - The supervisor will use TLC upon the first incident of late call-in to reinforce the importance of calling in on time.
 - The fourth incident of late call-in in a twelve-month period will result in progressive discipline.
 - **Failure to Call-in**
 - Call-ins not made at all, or made after the start of the shift will be considered failure to call in at all and will be unexcused time off. All unexcused time off will be documented as an unexcused absence and therefore, unpaid time.
 - Supervisors may inform an employee who has failed to call-in on time not to report for work if their duties have already been back-filled. In this instance, all time away from work will be an unexcused absence, and therefore unpaid time.
 - The supervisor will use TLC upon the first incident of failure to call-in to reinforce the importance of calling in on time.
 - The second incident of failure to call-in in a twelve-month period will result in progressive discipline.
 - **Late call-in and Failure to call-in incidents are cumulative.** On-time call-in incidents will not be counted towards number of incidents of late call-in. However, when tracking an employee's incident history, late call in and failure to call in will be applied toward the limit

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Wastewater Treatment Division Operations and Maintenance Standards Benefit Time

of six incidents before starting progressive discipline for on-time call-ins. In general, each call-in is considered an incident. If an employee calls in and indicates that they will be off for multiple consecutive days, it is considered a single incident.

- **Tracking Late Call-Ins for Exempt Personnel.** While FLSA exempt employees are not tracked on an hour-for-hour basis, they are required to be at work during a scheduled time frame or must have prior supervisory approval. Failure to be at work when scheduled is a performance issue; however, FLSA rules prevent reductions in pay except under very limited circumstances.

The following chart describes the impacts of each incident of unscheduled Benefit Time.

Type	Incident # 1	#2	#3	#4	#5	#6	#7+
On-time Call-in, <i>Calls at least 30 mins. prior to start of shift, or as established by Business Team.</i>	Unscheduled BT charged. Discussion and Standards Reminders.				Unscheduled BT charged. TLC Session.		Unscheduled BT charged. Progressive Discipline.
Late Call-in <i>Calls later than 30 minutes (or as established by Team) prior to start of shift</i>	Unapproved, but may use unscheduled BT. TLC Session.		Unapproved, no pay (UA). TLC Session.	Unapproved, no pay (UA). Progressive Discipline.			
Failure to Call-in <i>Fails to call before scheduled start time to report tardiness or absence.</i>	Unapproved, no pay (UA). TLC Session.	Unapproved, no pay (UA). Progressive Discipline.					

4. Exhaustion of Benefit Time

A. Disciplinary action will result if an employee depletes their BT and goes into unapproved UA. Or LX. However, Supervisors have the discretion to approve leave without pay (LW) in circumstances where the employee has not had the opportunity to accumulate BT due to being newly hired and/or coming off FMLA/KCFML. This must be done with the approval of the Section Manager

- Exhausting your Benefit Time or Comp Time during an approved absence from work will be identified by the payroll system as Leave Exhausted (LX) and may be subject to progressive discipline
- Supervisors will advise their employees to maintain an adequate BT balance to cover any unforeseen assignment or circumstance that could cause them to go into UA. (i.e. being assigned to cover a shift position on a short hour week.).

5. Time Sheet Codes

A. The following is a glossary of leave codes

Leave Type	Earning Type	Time Reporting Code
Scheduled Benefit Time	BT	
Unscheduled Benefit Time	UB	
Approved Leave without Pay	LW	
Unapproved, Unpaid Leave	UA	
Generated Unpaid Leave when BT exhausted	LX	
Compensatory Time Used	CT	

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Wastewater Treatment Division Operations and Maintenance Standards Benefit Time

BT STANDARDS CALL-IN LOG

Type	Incident # 1	#2	#3	#4	#5	#6	#7+
On-time Call-in. <i>Calls at least 30 mins. prior to start of shift, or as established by Business Team.</i>		Unscheduled BT charged Discussion and Standards Reminders			Unscheduled BT charged TLC Session		Unscheduled BT charged Progressive Discipline
Late Call-in <i>Calls later than 30 minutes (or as established by Team) prior to start of shift</i>		Unscheduled BT charged TLC Session	Unapproved, no pay (UA) TLC Session			Unapproved, no pay (UA) Progressive Discipline	
Failure to Call-in <i>Fails to call-in prior to scheduled start time to report tardiness or absence.</i>		Unapproved, no pay (UA) TLC Session			Unapproved, no pay (UA) Progressive Discipline		

Supervisor's Log for employee:

Inc. #	Date	Time Called	On-time Call-in	Late/Failure to Call (counts toward # of on-time incidents)	Reason/Comments/Disposition
1			<input type="checkbox"/> on-time, use BT	<input type="checkbox"/> late call, use BT, TLC <input type="checkbox"/> failure to call, use UA, TLC	
2			<input type="checkbox"/> on-time, use BT	<input type="checkbox"/> late call, use BT, TLC <input type="checkbox"/> failure to call, use UA, Prog. Disc	
3			<input type="checkbox"/> on-time, use BT	<input type="checkbox"/> late call, use UA, TLC <input type="checkbox"/> failure to call, use UA, Prog. Disc	
4			<input type="checkbox"/> on-time, use BT	<input type="checkbox"/> late call, use UA, Prog. Disc <input type="checkbox"/> failure to call, use UA, Prog. Disc	
5			<input type="checkbox"/> on-time, use BT, TLC	<input type="checkbox"/> late call, use UA, Prog. Disc <input type="checkbox"/> failure to call, use UA, Prog. Disc	
6			<input type="checkbox"/> on-time, use BT, TLC	<input type="checkbox"/> late call, use UA, Prog. Disc <input type="checkbox"/> failure to call, use UA, Prog. Disc	
7			<input type="checkbox"/> on-time, use BT, Prog. Discipline	<input type="checkbox"/> late call, use UA, Prog. Disc <input type="checkbox"/> failure to call, use UA, Prog. Disc	