

**AGREEMENT BETWEEN  
KING COUNTY  
AND  
INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 117  
TRANSIT SECTION MANAGERS - DEPARTMENT OF TRANSPORTATION**

**Re: Dissolution of Transit Section Managers Bargaining Unit**

**Background:**

1. This 11 person bargaining unit consists of eight Transit Section Manager positions and three Assistant Section Managers positions.
2. Throughout 2018, King County is reorganizing the Metro Transit Division so that it becomes a Department. This change will impact the bargaining unit of Transit Section Managers.
3. The Parties have discussed various impacts associated with the change of the Transit Division to a Department. Some Managers may be appointed to positions that are exempt from the Career Service, while others will retain their Career Service status. Also, King County has stated that it is not the employer's intention to place any bargaining unit employee in a position that has a lower salary than the position he or she held prior to the Division-to-Department transition.
4. Based on discussions between the Parties, the Union will disclaimed interest in this bargaining unit and it will be dissolved.
5. This Agreement memorializes the terms of this dissolution.

**Agreement:**

1. This agreement is subject to the adoption of an ordinance by the King County Council. The Effective Date of this agreement is when it becomes law following adoption of the ordinance.
2. No later than the end of the pay period that includes the Effective Date, the Union shall follow the procedures determined by the Public Employment Relations Commission (PERC) to disclaim interest in representing the Transit Section Managers bargaining unit. It will request that PERC immediately issue a notice that the bargaining unit has been dissolved.
3. Immediately upon effective date in the PERC's notice of the dissolution of the bargaining unit, the Transit Section Managers and Assistant Section Managers will become non-represented. The collective bargaining agreement between the parties will be void upon the effective date of the notice.
4. On the Effective Date of this agreement, employees will be placed on the non-represented 2018 salary table, which provides for a 3.25% increase over their 2017 wages. Employees will be paid this rate retroactively to January 1, 2018, as a contract closure payout.

5. As part of the dissolution from union-representation, King County will cease contributions to the Western Conference of Teamsters Pension Trust (WCTPT) on the first day of the pay period following the Effective Date of this agreement. The Union and the County will work with the Western Conference of Teamsters Pension Trust to ensure the closure of the pension account.

6. The WCTPT has a five year vesting rule. Employees who are age 65 automatically vest (there is one employee who qualifies). On the second pay period following the Effective Date of this agreement, King County will reimburse employees who have not yet vested in the WCTPT and who were members of the bargaining unit on January 1, 2018, for any amount that has been contributed to their accounts through the salary reduction process.

7. This agreement does not alter employees' Career Service status, unless an individual is appointed into a position that is exempt from the Career Service.

8. In consideration of the Union withdrawing representation of the bargaining unit, King County will pay the unfunded liability with the WCTPT for the Transit Section Managers account.

APPROVED this 3rd day of July, 2018.

By: Rachel J. [Signature]  
King County Executive

For International Brotherhood of Teamsters  
Local 117:

[Signature]  
John Searcy  
Secretary-Treasurer