



King County

Dow Constantine

King County Executive

401 Fifth Avenue, Suite 800

Seattle, WA 98104-1818

206-263-9600 Fax 206-296-0194

TTY Relay: 711

www.kingcounty.gov

May 5, 2020

The Honorable Claudia Balducci
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember Balducci:

This letter transmits a proposed ordinance that would, if enacted, ratify a negotiated collective bargaining agreement (CBA) with International Brotherhood of Electrical Workers (IBEW), Local 77, covering the Metro Transit Department bargaining unit for the contractual period of January 1, 2019, through December 31, 2022. Adoption of this proposed ordinance will enable Metro to provide bargained for wages, hours and working conditions to electrical workers in its Facilities and Rail Divisions.

Metro employees who work in the Facilities Division ensure that trolley buses and street cars have power and guideways for operations. They are responsible for repairing and maintaining the electrical systems for transit bases, park and ride lots, the downtown transit tunnel, and trolley buses. The work of these employees includes the repair and maintenance of high voltage substations, fire and life systems, electronic controls, electric motors, emergency generators, lighting, track and wire guideways, and underground electrical vaults and ducts.

In Metro's Rail Division, these employees are also responsible for the maintenance, repair, upgrade, and comprehensive preventive maintenance on Sound Transit's rail electrical systems, as well as electrical systems and equipment in light rail stations, offices and facilities.

The negotiated CBA was reached pursuant to good faith negotiations and collective bargaining between King County and IBEW Local 77 and has been ratified by the bargaining unit. Notable additions to the negotiated CBA include: adoption of a rail electrical worker apprenticeship program; an improved shift bidding process; and, options for alternative work

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schedules. In addition, it includes an improved process that will allow meal periods to be taken in the field, increasing efficiency and productivity.

The negotiated CBA includes general wage increases of 4.0 percent in 2019, 1.5 percent in January 2020 plus 1.5 percent in July 2020, 3.0 percent in 2021, and 3.0 percent in 2022. These wage increases are expected to aid in recruitment and retention of employees.

No supplemental budget authority is being requested for implementation of this CBA. A complete breakdown of the costs associated with this CBA can be found in the accompanying fiscal note, which has been reviewed by the Office of Performance, Strategy, and Budget.

Adoption of this proposed ordinance, which will ratify the negotiated CBA, advances the King County Strategic Plan's goal of efficient, accountable regional and local government and the objective of ensuring that County government operates efficiently and effectively and is accountable to the public by supporting the King County Metro workforce through maintaining standard working conditions and benefits. The negotiated CBA also updates standard provisions related to donated leave, sick leave, and union recognition, as required by state law. These changes will streamline the administration of the negotiated CBA.

Thank you for your consideration of this proposed ordinance. This important legislation will ratify the negotiated CBA which provides standardized working conditions and the competitive wages that are necessary to recruit and retain the qualified electrical workers needed to maintain our public transportation system.

If your staff have questions, please contact Megan Pedersen, Director, Office of Labor Relations, at 206-263-2898.

Sincerely,



Dow Constantine
King County Executive

Enclosure

cc: King County Councilmembers
ATTN: Carolyn Busch, Chief of Staff
Melani Pedroza, Clerk of the Council
Shannon Braddock, Deputy Chief of Staff, Office of the Executive
Karan Gill, Director, Council Relations, Office of the Executive
Dwight Dively, Director, Office of Performance, Strategy and Budget
Megan Pedersen, Director, Office of Labor Relations