



King County

**Office of Labor Relations Staff Report:
Collective Bargaining Agreement
Between
King County
And
International Brotherhood of Electrical Workers, Local 77**

CBA:	International Brotherhood of Electrical Workers, Local 77 (Metro Transit Department) [101]
County Negotiator.:	Sasha Alessi
Union Negotiator:	Steve Kovac

UNIT OVERVIEW:

This bargaining unit consists of electrical workers in the Power Distribution Section of the Transit Facilities Division and in the Rail Division of the Metro Transit Department. These employees are responsible for repairing and maintaining the electrical systems for transit bases, light rail facilities, park and ride lots, and the downtown transit tunnel. Their work includes overhead powerlines and substations for link light rail, streetcar, and trolley buses. There are approximately 90 employees in the bargaining unit.

BARGAINING HISTORY:

Bargaining Started: December 2018
Mediation Requested: November 2020
Tentative Agreement reached: February 25, 2020
Union Ratification vote: April 7, 2020
Union Signature date: April 29, 2020

SUMMARY OF KEY CHANGES:

1. Contract Term: January 1, 2019 – December 31, 2022

2. Compensation Changes:

a. General Wages

2019: 4%
2020: 1.5% on January 1 and an additional 1.5% on July 1.
2021: 3%
2022: 3%

b. Classification(s) Wages

N/A. There are no market adjustments to individual classifications

c. Add-to-Pay(s)

This agreement creates a daily upgrade opportunity for Rail Electrical Worker (REW) "Crew Chief" and Transit Facility Electrician (TFE) "Crew Chief" positions when a) there are six or more REWs or TFEs on the same shift together at headquarters, and b) there is no supervisor on duty. It is anticipated that this crew chief upgrade may become necessary during start-up of the east link extension and the addition of a second headquarters. This upgrade provides an additional 13% above journey level pay and was approved by Sound Transit prior to negotiations.

d. Insured Benefits

The bargaining unit continues to be a full participant in the JLMIC.

3. Changes to Hours of Work:

- a. **Alternative Works Schedules.** Upon mutual agreement of the parties, alternative work schedules (AWS) may be implemented. The County retains the right to revoke any AWS and return to the regular work schedule.

4. Changes to Working Conditions:

- a. This agreement incorporates a previously negotiated memorandum of agreement (MOA) that created a state-certified apprenticeship program for Rail Electrical Workers (REW). This apprenticeship program requires 8,000 apprentice hours of training to become a journey-level REW. Graduates of this apprentice program will become career service REWs, which will help the Rail Division fill these essential worker positions.
- b. This agreement provides for employees on the day shift in the Power Distribution Section to take their meal period in the field. This change will increase the amount of productive worktime the in the field by eliminating the need to return to base for meal periods.
- c. This agreement incorporates a previously negotiated MOA that allows Rail employees to work "straight-eight" hour shifts without the need to stop work for a meal period. This allows the Rail Division to maximize the limited "service window" during which Link Light Rail train operations are suspended each night for railway maintenance and repair that cannot be performed while the system is operational.

5. Miscellaneous Changes:

- a. This agreement modifies contract terms to address changes to state laws impacting union membership, dues, access to sick leave and medical leave.

- b. This agreement adopts the standardized donated leave provisions of the MLA, to provide the same benefit to employees and to ease administration of donated leave.
- c. This agreement expands the use of Labor Management Committees (LMCs) by creating division-specific LMCs in both the Power Distribution Section and in the Rail Division.
- d. This agreement improves the shift bidding process to allow all employees sufficient time to complete their shift bidding.

INVITED:

Sasha Alessi, Office of Labor Relations

Steve Kovac, International Brotherhood of Electrical Workers, Local 77

Jonathan Finch, International Brotherhood of Electrical Workers, Local 77

Lisa Voight, Director, Employee Services Division, Metro Transit Department



King County

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King County Executive

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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

The Honorable Claudia Balducci

May 5, 2020

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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



FISCAL NOTE

Ordinance/Motion No.	Collective Bargaining Agreement		
Title:	International Brotherhood of Electrical Workers, Local 77 (Department of Transportation, Transit)		
Effective Date:	Four Year Contract from 1/1/19-12/31/22		
Affected Agency and/or Agencies:	Metro Transit Department		
Note Prepared by:	Matthew McCoy, Labor Relations Negotiator, OLR	Phone: 263-1966	
Department Sign Off:	Jill Krecklow, Finance & Administrative Services Manager	Phone: 684-1019	
Supplemental Required?	NO <input checked="" type="checkbox"/> YES <input type="checkbox"/>	Note Reviewed by: T.J. Stutman, Executive Department Budget Office	Phone: 263-9718

EXPENDITURES FROM:

Fund Title	Fund Code	Department	2019	2020	2021	2022
Public Transportation	4641	MTD	\$474,000	\$277,000	\$473,000	\$392,000
TOTAL:			\$474,000	\$277,000	\$473,000	\$392,000
TOTAL: Cumulative			\$474,000	\$752,000	\$1,224,000	\$1,617,000

EXPENDITURE BY CATEGORIES:

Expense Type	Fund Code	Department	2019 Base	2019	2020	2021	2022
Salaries			\$8,067,000	\$323,000	\$189,000	\$322,000	\$267,000
OT			\$1,784,000	\$71,000	\$42,000	\$71,000	\$59,000
PERS & FICA			\$2,005,000	\$80,000	\$47,000	\$80,000	\$66,000
TOTAL			\$11,856,000				
TOTAL:			\$474,000	\$277,000	\$473,000	\$392,000	
TOTAL: Cumulative			\$474,000	\$752,000	\$1,224,000	\$1,617,000	

ASSUMPTIONS:

Assumptions used in estimating expenditure include:

1. Contract Period(s):	1/1/2019 - 12/31/2022
2. Wage Adjustments & Effective Dates:	
COLA:	4.00% GWI effective January 1, 2019 1.50% GWI effective January 1, 2020 1.50% GWI effective July 1, 2020 3.00% GWI effective January 1, 2021 3.00% GWI effective January 1, 2022
Other:	
Retro/Lump Sum Payment:	
3. Other Wage-Related Factors:	
Step Increase Movement:	
PERS & FICA:	20.35%
Overtime:	
4. Other Cost Factors:	



King County

Checklist and Summary of Changes for the attached Collective Bargaining Agreement

Name of Agreement
International Brotherhood of Electrical Workers, Local 77 (Metro Transit Department) [101]
Labor Negotiator
Sasha Alessi

<i>Prosecuting Attorney's Review</i>	Yes
<i>Legislative Review Form; Motion or Ordinance</i>	Yes
<i>Executive Letter</i>	Yes
<i>Fiscal Note</i>	Yes
<i>Six Point Summary</i>	Yes
<i>King County Council Adopted Labor Policies Consistency</i>	Yes
<i>Ordinance</i>	Yes
<i>Original Signed Agreement(s)</i>	Yes
<i>Does transmittal include MOU/MOA?</i>	N/A

<i>Six Point Summary of changes to the attached agreement:</i>
1. Provides a general wage increase of 2019 – 4%, 2020 – (1.5% January 2020 + add'l 1.5% July 2020), 2021 – 3%, and 2022 – 3%
2. Provides for day-shift meal periods to be taken in the field which will increase productive work time.
3. Adds Rail Electrical Work Apprenticeship program to the Collective Bargaining Agreement.
4. Improves the shift bidding process to allow all employees sufficient time to complete their shift bidding.
5. Standardized of donated leave provisions to match what the majority of county employees enjoy under the MLA.
6. Modifies the union membership and sick leave provisions to align with state law.

Contract Consistency with Adopted Labor Policies

Contract: International Brotherhood of Electrical Workers, Local 77 (Metro Transit Department) [101]

County Department(s):	Metro Transit Department
Term of Contract:	January 1, 2019 – December 31, 2022
County Negotiator:	Sasha Alessi

Labor Policy	Is Contract Consistent with Adopted Labor Policies? If not, please explain.
Contract Consolidation	Yes
Diversity	Yes
Project Labor Agreements	N/A
Performance Evaluations	Yes
Continuous Improvement	Yes
Labor-Management Committees	Yes
Labor-Management Partnerships	Yes
Mediation	Yes
Binding Interest Arbitration	Yes
Interest-based Bargaining	Yes
Compensation	Yes
Overtime	Yes
Benefits	Yes
Reduction-in-Force	Yes
Contracting Out of Work	Yes
Use of Temporary and Part-time Employees	Yes
Civilian Oversight of Sheriff's Office	N/A
Sheriff's Office Implementation of Report Recommendations	N/A
Legislative Branch Employees and Officials	N/A

