

ORDINANCE NO. 1861

AN ORDINANCE approving and adopting collective bargaining agreements negotiated by and between King County and certain labor organizations, amending Section 1, Ordinance 1473, as amended by Ordinance 1593, Section 1.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. Ordinance 1473, Section 1, as amended by Ordinance 1593, Section 1, is amended to read as follows:

Approval and adoption is hereby made of the collective bargaining agreements attached hereto and by this reference made a part hereof negotiated by and between King County and the following labor organizations:

Professional & Technical Engineers Association, Local 17

Washington State Council of County & City Employees-

Medical Examiner

Washington State Council of County & City Employees-

Juvenile Court

Washington State Nurses Association-Juvenile Court

Public Safety Employees, Local 519

International Brotherhood of Electrical Workers, Local 77

Joint Crafts Council

Construction Crafts

Teamsters, Local 309 (Courthouse)

Teamsters, Local 174 (Public Works)

Teamsters, Local 910 (Public Works)

Teamsters, Local 763 (Assessors)

Washington State Council of County & City Employees-

(General Services)

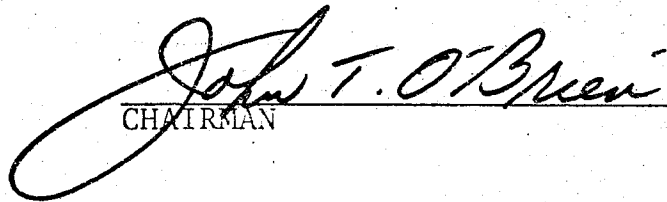
Teamsters, Local 174 (Animal Control)

Public Service Employees, Local 674
Offset Workers, Printing Pressman & Assistants Union
Local 39

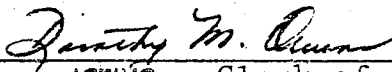
INTRODUCED AND READ for the first time this 26th day of
November, 1973.

PASSED by the Council at a regular meeting thereof on the
10th day of December, 19 73.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON


CHAIRMAN

ATTEST:


ACTING Clerk of the
Council

APPROVED this 17th day of December, 19 73.

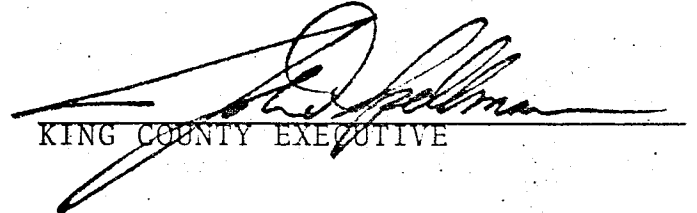

KING COUNTY EXECUTIVE

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AGREEMENT BETWEEN
OFFSET WORKERS,
PRINTING PRESSMEN AND ASSISTANTS
UNION LOCAL 39
AND
KING COUNTY

1861

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2
3 These articles constitute an agreement, terms of which have
4 been negotiated in good faith, between the King County Labor
5 Negotiating Team and the signatory organization subscribing there-
6 to. This Agreement shall be subject to approval by Ordinance by
7 the County Council of King County, Washington.
8

9 ARTICLE I: PURPOSE
10

11 The intent and purpose of this Agreement is to promote the
12 continued improvement of the relationship between King County and
13 its employees by providing a uniform basis for implementing the
14 right of public employees to join organizations of their own
15 choosing, and to be represented by such organizations in matters
16 concerning their employment relations with King County and to set
17 forth the wages, hours, and other working conditions of such em-
18 ployees in appropriate bargaining units provided the County has
19 authority to act on such matters and further provided the matter
20 has not been delegated to any civil service commission or person-
21 nel board similar in scope, structure and authority as defined in
22 Chapter 108, Extraordinary Session, 1967, Laws of the State of
23 Washington.
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1 ARTICLE II: UNION RECOGNITION AND MEMBERSHIP

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3 Section 1. The County Council recognizes the signatory
4 organization as representing those employees whose job classifica-
5 tions are listed in the attached Addendum A.
6

7 Section 2. It shall be a condition of employment that all
8 employees who are members of the Union on the effective date of
9 this agreement shall remain members in good standing or tender
10 such dues and initiation fees as are customarily paid by Union
11 members to the Union or to a non-religious charity, or to another
12 charitable organization mutually agreed upon by the employee and
13 the bargaining representative. The employee shall furnish written
14 proof to the Union that such payments are made.
15

16 It shall also be a condition of employment that employees covered
17 by this agreement and hired on or after its effective date shall,
18 on the thirtieth day following such employment, become and remain
19 members in good standing in the Union or tender such dues and
20 initiation fees as are customarily paid by Union members to the
21 Union or to a non-religious charity, or to another charitable
22 organization mutually agreed upon by the employee and the bargain-
23 ing representative. The employee shall furnish written proof, to
24 the Union, that such payments are made.
25

26 All initiation fees and dues paid either to the Union or charity
27 shall be for non-political purposes.

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1 Section 3. Dues Deduction. Upon receipt of written author-
2 ization individually signed by a bargaining unit employee, the
3 County shall have deducted from the pay of such employee the
4 amount of dues as certified by the secretary of the signatory
5 organization and shall transmit the same to the treasurer of the
6 signatory organization.

7
8 The signatory organization will indemnify, defend and hold the
9 County harmless against any claims made and against any suit
10 instituted against the County on account of any check-off of dues
11 for the signatory organization. The signatory organization agrees
12 to refund to the County any amounts paid to it in error on account
13 of the check-off provision upon presentation of proper evidence
14 thereof.

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1 ARTICLE III: MANAGEMENT RIGHTS
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3 The management and the direction of the work force is vested
4 exclusively in King County subject to the terms of this agree-
5 ment. All matters not specifically and expressly covered or
6 treated by the language of this agreement may be administered
7 for its duration by the County in accordance with such policy
8 or procedure as from time to time may be determined.
9

10 The County will not aid, promote, or finance any labor
11 group or organization purporting to engage in collective bargain-
12 ing or make any agreement with any such group or organization
13 which would violate any rights of the Union under this contract.
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1 ARTICLE IV: HOLIDAYS

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3 All employees shall be granted the following holidays with pay:

4	New Year's Day	January 1st
5	Lincoln's Birthday	February 12th
6	Washington's Birthday	Third Monday in February.
7	Memorial Day	Last Monday in May
8	Independence Day	July 4th
9	Labor Day	First Monday in September
10	Columbus Day	Second Monday in October
11	Veterans' Day	Fourth Monday in October
12	Thanksgiving Day	Fourth Thursday in November
13	Day after Thanksgiving	
14	Christmas Day	December 25th
15	General Election Day	

16 and any day designated by public proclamation of the chief execu-
17 tive of the state as a legal holiday.

18
19 Whenever a holiday falls upon a Sunday, the following Monday shall
20 be observed as the holiday, and any holiday falling on a Saturday
21 shall be observed on the preceeding Friday.

22
23 Holidays paid for but not worked shall be recognized as time work-
24 ed for the purpose of determining weekly overtime.

25
26 Work performed on holidays shall be paid at one and one-half
27 (1 1/2) times the regular rate in addition to the regular holiday
pay.

1 ARTICLE V: VACATIONS
2

3 Section 1. Every regular full-time employee shall receive
4 vacation benefits as indicated in the following table:

5 Years of 6 Continuous 7 Service	8 Monthly 9 Vacation 10 Credit	11 Equivalent 12 Annual 13 Vacation 14 Credit	15 Maximum 16 Vacation 17 Accumulation 18 Allowed
19 3 years 20 or less	21 6-2/3 Hrs. 22 (.833 Days)	23 10 Days 24 (80 Hrs.)	25 20 Days
26 Less than 12 27 and more than 3	10 Hrs. (1.25 Days)	15 Days (120 Hrs.)	30 Days
12 Years and up	13-1/3 Hrs. (1.66 Days)	20 Days (160 Hrs.)	40 Days

15 During 1973 employees with less than three (3) years of
16 service, shall accrue vacation benefits annually. During and
17 after 1974 all employees with more than one (1) year of contin-
18 uous service will accrue vacation monthly. Vacation accrual shall
19 date from the first of the month following the month in which the
20 employee commenced such continuous service. If such commencement
21 date was the first working day of the month, the year of service
22 for vacation purposes shall date from the first of the month in
23 which the service began.
24

25 Section 2. Employees with one or more years of continuous
26 service shall accrue vacation benefits monthly, except as provided
27 in Section (1) hereof.

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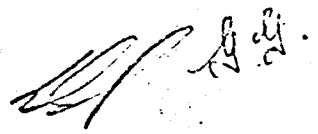
1 Section 3. Vacation benefits for regular part-time employees
2 will be established based upon the ratio of hours actually worked
3 (less overtime) to a standard work year.
4

5 Section 4. No employee shall earn the equivalent of a
6 month's vacation credit during a month when the employee is absent
7 without pay more than three working days.
8

9 Section 5. After six months of full-time service a regular
10 employee may, at his department head's discretion, be permitted
11 to use up to one-half of his accruing vacation (5 days) as an
12 essential extension of used sick leave. If an employee does not
13 work a full 12 months, any vacation credit used for sick leave
14 must be reimbursed to the County upon termination.
15

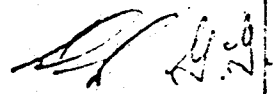
16 Section 6. The department head shall be responsible for
17 scheduling the vacations of his employees in such a manner as to
18 achieve the most efficient functioning of the department of the
19 County service. No person shall be permitted to work for compen-
20 sation for the County in any capacity during the time of his paid
21 vacation from the County Service.
22

23 Section 7. Any person separating from County service who has
24 not taken his or her earned vacation, shall receive the hourly
25 equivalent of salary for each hour of earned vacation based on
26 the pay rate in effect for such person on the last day actually
27 worked. For purposes of this section, sick leave and compensatory



1 time off with pay shall be counted as days worked. When separation
2 is caused by death of an employee, payment shall be made to the
3 estate of such employee, or in applicable cases, as provided by
4 Chapter II, R.C.W. A person receiving pay in lieu of unused
5 vacation may not be re-employed by King County in any capacity
6 until a number of working days equal to the number of days paid
7 vacation has elapsed following the effective date of separation.
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1 ARTICLE VI: SICK LEAVE
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3 (1) Every employee holding a regular full-time position
4 shall accrue eight (8) working hours sick leave pay for each full
5 calendar month of service, except that no employee shall earn sick
6 leave credit during a calendar month in which he or she is absent
7 without authorization or is absent without pay more than three
8 working days.
9

10 (2) Every employee holding a regular part-time position
11 shall accrue sick leave with pay in proportion to the relationship
12 their basic work week has to forty (40) hours. No such employee
13 shall earn sick leave credit during a calendar month in which they
14 are absent without pay more than 15% of the regularly scheduled
15 working hours for the position.
16

17 (3) Sick leave may be applied to absence caused by illness
18 or injury of an employee. Sick leave may be used for medical,
19 dental, or ocular appointments when absence during working hours
20 for this purpose is authorized by the department head. In any
21 instance involving use of a fraction of days sick leave, the
22 minimum charge to the employee's sick leave account shall be one
23 hour. The department head shall be responsible for control or
24 abuse of the sick leave privilege. The employee may be required
25 to furnish a certificate issued by a licensed physician or other
26 satisfactory evidence of illness to the appointing authority.
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1 (4) New employees shall begin earning sick leave from the
2 first of the month following the month in which continuous service
3 commenced, unless such commencement date was the first working
4 day of a month, in which case, the first day of sick leave accrual
5 shall date from the first of the month in which the service began.
6

7 (5) Family care and death - bereavement leave.

8 a. Regular full-time employees shall be entitled to
9 Three (3) working days of bereavement leave a year
10 due to death of members of their immediate family.
11

12 b. Regular full-time employees, who have exhausted
13 their bereavement leave, shall be entitled to use
14 sick leave in the amount of three (3) days for each
15 instance when death occurs to a member of the employ-
16 ee's immediate family.
17

18 c. Three (3) sick leave days of absence from the job
19 may be granted to an employee due to a requirement
20 to care for immediate family members that are
21 seriously ill..
22

23 d. In cases of family care where no sick leave benefit
24 exists, the employee may be granted leave without
25 pay.
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1 e. In the application in any of the foregoing provi-
2 sions, when a holiday or regular day off falls
3 within the prescribed period of absence it shall not
4 be charged.

5
6 (6) Sick leave shall not be used in lieu of vacation, but
7 vacation or compensatory time off may be used in lieu of sick
8 leave, after accrued sick leave has been exhausted.

9
10 (7) No County employee shall be entitled to sick leave while
11 absent from duty due to the following causes:

- 12
- 13 a. Disability arising from any sickness or injury pur-
14 posely inflicted or caused by willful misconduct.
 - 15
 - 16 b. Sickness or disability sustained while on leave of
17 absence without pay.
 - 18
 - 19 c. Inability to properly perform required duties be-
20 cause of intemperance or intoxication (not to be con-
21 strued as alcoholism).
 - 22

23 (8) Termination of an employee's continuous service, except
24 by reason of temporary lay-off for lack of work or funds, shall
25 cancel all sick leave accrued to the time of such termination.
26 Should the employee resign in good standing and return to County
27

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1 employment within one year, he shall have his accrued sick leave
2 restored. No payment shall be made to any employee for unused
3 sick leave accumulated to his credit at the time of termination of
4 employment, regardless of the reason therefore, except as provided
5 for in Article XIX. The date of termination of employment shall
6 be considered as the date certified by the department head as the
7 last day worked and shall not include the equivalent time involved
8 in any overtime or vacation payoff made at the time of termination.
9 The provisions of this rule include termination of service by
10 death.

11
12 (9) For purposes of this section, the member of the immedi-
13 ate family is construed to mean persons related by blood or
14 marriage or legal adoption as follows: grandmother, grandfather,
15 mother, father, husband, wife, son, daughter, brother, or sister
16 of the employee or any relative continually living in the employ-
17 ee's household.

18
19 (10) Hospitalization of a member of the immediate family is
20 a valid reason for sick leave under the following conditions:

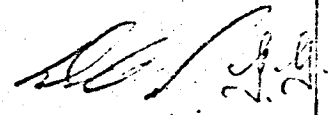
21
22 Up to one day's absence may be authorized for the
23 employee to be at the hospital on the day of an oper-
24 ation, on the day of the birth of his child, or in the
25 event of critical illness of a member of the immediate
26 family.
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1 (11) Sick leave because of an employee's physical incapacity
2 will not be approved when the injury or illness is directly trace-
3 able to employment other than with the County of King.
4

5 (12) Employees who use Sick Leave as a result of alcoholism
6 must produce proof of seeking and receiving treatment for alcohol-
7 ism in a recognized and approved alcoholic treatment center. King
8 County reserves the right to specify the alcoholic treatment center.
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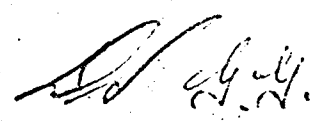
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1 ARTICLE VII: WAGE RATES

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3 Section 1. Wage rates shall be in accordance with the job
4 classifications and rates in Addendum A of this agreement.

5 Section 2. Employees assigned to classifications in which
6 more than one rate of pay exists shall be advanced as follows:
7 New employees shall be hired at the first step and advanced
8 to the next step upon the completion of six months of con-
9 tinuous service. Where additional steps exist, employees
10 shall be advanced one step upon the successful completion
11 of twelve months of service in the preceeding step. Denial
12 of a step increase for cause may be authorized by the depart-
13 ment manager, provided that the employee so affected is
14 served with written notification in advance, outlining the
15 reasons for such action and provided with a written review
16 every three months thereafter as long as such denial remains
17 in effect.
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1 ARTICLE VIII: OVERTIME
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3 Section 1. Except as otherwise provided in this article,
4 employees on a five-day schedule shall be paid at the rate of time
5 and one-half for all hours worked in excess of eight in one day,
6 exclusive of lunch period, or forty in one week.
7

8 Section 2. Overtime shall be compensated for at one and
9 one-half (1 1/2) times the regular rate.
10

11 Section 3. There shall be no practice of compensatory time
12 off except by mutual agreement between the employee and employer.
13 Compensatory time off shall be earned at the rate of one and
14 one-half (1 1/2) times the regular rate.
15

16 Section 4. A minimum of four (4) hours at overtime rate shall
17 be allowed for each call out. Where such overtime exceeds four
18 (4) hours, the actual hours worked shall be allowed at overtime
19 rates.
20

21 Section 5. All overtime shall be authorized in advance by
22 the Department Head or his designee in writing, except in emergen-
23 cies. Saturday and Sunday work is not overtime when it is a re-
24 gularly scheduled work day for the individual of crew.
25

26 Section 6. Emergency work at other than the normal scheduled
27

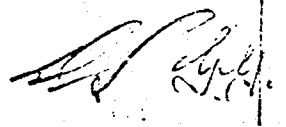
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1 working hours, or special scheduled working hours not enumerated
2 above shall be credited as such. This unscheduled and emergency
3 overtime will be compensated as overtime, and in the event this
4 overtime work is accomplished prior to the normal working hours
5 and the employee subsequently works his regular shift, his
6 regular shift shall be compensated at regular time.

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1 ARTICLE IX: HOURS OF WORK

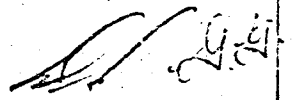
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3 The standard work week shall consist of five (5) consecutive work
4 days not to exceed seven (7) hours each and not to exceed
5 thirty-five (35) hours per week and shall normally be scheduled
6 Monday through Friday. The working hours of each day shall
7 normally be between 7:00 a.m. and 5:00 p.m. Multiple shifts are
8 recognized.
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1 ARTICLE X: MEDICAL, DENTAL AND LIFE PLAN

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3 The Pacific Mutual Insurance Company premium for its medical and
4 life plan shall establish the County cost towards the employees
5 medical and life plan. For the duration of this agreement, King
6 County will continue to provide \$11.25/month towards the cost of
7 a dental program.
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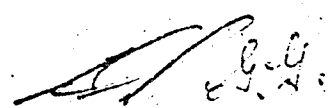
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1 ARTICLE XI: MISCELLANEOUS

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3 An employee elected or appointed to an office in a local of the
4 signatory organization shall be given a leave of absence without
5 pay upon application.
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1 ARTICLE XII: GRIEVANCE PROCEDURE
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3 King County recognizes the importance and desirability of
4 settling grievances promptly and fairly in the interest of con-
5 tinued good employee relations and morale and to this end the fol-
6 lowing procedure is outlined. To accomplish this, every effort
7 will be made to settle grievances at the lowest possible level of
8 supervision.

9
10 Employees will be unimpeded and free from restraint, inter-
11 ference, coercion, discrimination or reprisal in seeking adjudi-
12 cation of their grievances.

13
14 Section 1. Definition:

15 Grievance - An issue raised by an employee relating to the
16 interpretation of his rights, benefits, or conditions of
17 employment as contained in this agreement.

18
19 Section 2. Procedure:

20 Step 1 - A grievance shall be verbally presented by the
21 aggrieved employee and his representative, if the employee
22 wishes, within ten working days of the occurrence of such
23 grievance, to the employee's immediate foreman or supervisor.
24 The immediate foreman or supervisor shall gain all relevant
25 facts and shall attempt to adjust the matter and notify the
26 employee within five working days. If a grievance is not
27 pursued to the next level within three working days, it shall

1 be presumed resolved.

2 Step 2 - If after thorough discussion with the immediate fore-
3 man or supervisor, the grievance has not been satisfactorily
4 resolved, the employee and his representative shall reduce
5 the grievance to writing, outlining the facts as they are
6 understood. The written grievance shall then be presented
7 to the division head for investigation, discussion, and
8 written reply. The division head shall make his written
9 decision available to the aggrieved employee within seven
10 working days. If the grievance is not pursued to the next
11 higher level within ten working days, it shall be presumed
12 resolved.

13 Step 3 - If after thorough evaluation the decision of the
14 division head has not resolved the grievance to the satis-
15 faction of the employee, the grievance may be presented to
16 the department head or office manager. All letters, memoranda
17 and other written materials previously submitted to lower
18 levels of supervision shall be made available for the review
19 and consideration of the department head or office manager.
20 He may interview the employee and/or his representative and
21 receive any additional related evidence which he may deem
22 pertinent to the grievance. He shall make his written de-
23 cision available within fifteen working days. If the
24 grievance is not pursued to the next higher level within ten
25 working days, it shall be presumed resolved.

26 Step 4 - If after thorough evaluation the decision of the
27 department head or office manager has not resolved the

1 grievance to the satisfaction of the employee, the grievance
2 may be presented to a joint committee representing the
3 County and the Union. Said committee shall consist of equal
4 representation for the Union and for the County with a max-
5 imum of three for each side. This committee shall attempt
6 to resolve the grievance within ten working days.

7 Step 5 - Should this committee be unable to agree, either
8 party may request arbitration and must specify the exact
9 question which it wishes arbitrated. The committee shall
10 then select a third disinterested party to serve as an
11 arbitrator. In the event that the parties are unable to agree
12 upon an arbitrator, then the arbitrator shall be selected
13 from a panel of seven arbitrators furnished by the American
14 Arbitration Association. The arbitrator will be selected
15 from the list by both the County representative and the Union,
16 each alternately striking a name from the list until only one
17 name remains. The arbitrator, under voluntary labor arbitra-
18 tion rules of the Association, shall be asked to render a
19 decision promptly and the decision of the arbitrator shall
20 be final and binding on both parties.

21
22 The arbitrator shall have no power to change, alter, detract
23 from or add to the provisions of this agreement, but shall
24 have the power only to apply and interpret the provisions of
25 this agreement in reaching a decision.
26

27 The arbitrator's fee and expenses and any court reporter's



1 fee and expenses shall be borne equally by both parties.
2

3 No matter may be arbitrated which the County by law has no
4 authority over, has no authority to change, or has been dele-
5 gated to any civil service commission or personnel board as
6 defined in Chapter 108, Extraordinary Session, 1967, Laws of
7 the State of Washington.
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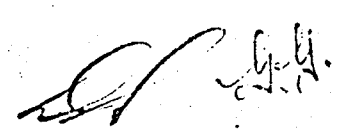
9 There shall be no strikes, cessation of work or lockout
10 during such conferences or arbitration.
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1 ARTICLE XIII: BULLETIN BOARDS

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3 The employer agrees to permit the union to post on County bulletin
4 boards the announcement of meetings, election of officers, and any
5 other union material, providing there is sufficient space, beyond
6 what is required by the County for "normal" business operations.
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1 ARTICLE XIV: EQUAL EMPLOYMENT OPPORTUNITY

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3 The employer or the Union shall not discriminate against any
4 individual with respect to compensation, terms, conditions, or
5 privileges of employment because of race, color, religion, nation-
6 al origin, age or sex, except as otherwise provided by law.
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1 ARTICLE XV: SAVINGS CLAUSE
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3 Should any part hereof or any provision herein contained be
4 rendered or declared invalid by reason of any existing or subse-
5 quently enacted legislation or by any decree of a court of compe-
6 tent jurisdiction, such invalidation of such part or portion of
7 this agreement shall not invalidate the remaining portions thereof;
8 provided, however, upon such invalidation the parties agree
9 immediately to meet and negotiate such parts or provisions af-
10 fected. The remaining parts or provisions shall remain in full
11 force and effect.
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9-28-73

1 ARTICLE XVI: WORK STOPPAGES AND EMPLOYER PROTECTION
2

3 Section 1. The employer and the signatory organization agree
4 that the public interest requires efficient and uninterrupted per-
5 formance of all County services and to this end pledge their best
6 efforts to avoid or eliminate any conduct contrary to this objec-
7 tive. Specifically, the signatory organization shall not cause or
8 condone any work stoppage, including any strike, slowdown, or
9 refusal to perform any customarily assigned duties, sick leave
10 absence which is not bonafide, or other interference with County
11 functions by employees under this agreement and should same occur,
12 the signatory organization agrees to take appropriate steps to end
13 such interference. Any concerted action by any employees in any
14 bargaining unit shall be deemed a work stoppage if any of the
15 above activities have occurred.
16

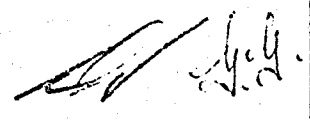
17 Section 2. Upon notification in writing by the County to the
18 signatory organization that any of its members are engaged in a
19 work stoppage, the signatory organization shall immediately, in
20 writing, order such members to immediately cease engaging in such
21 work stoppage and provide the County with a copy of such order.
22 In addition, if requested by the County, a responsible official of
23 the signatory organization shall publicly order such signatory
24 organization employees to cease engaging in such work stoppage.
25

26 Section 3. Any employee participating in such work stoppage
27 or in other ways committing an act prohibited in this article

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shall be considered absent without authorized leave and shall be considered to have resigned.



1 ARTICLE XVII: WAIVER CLAUSE
2

3 The parties acknowledge that each has had the unlimited right
4 within the law and the opportunity to make demands and proposals
5 with respect to any matter deemed a proper subject for collective
6 bargaining. The results of the exercise of the right and oppor-
7 tunity are set forth in this agreement. Therefore, the County and
8 the signatory organization, for the duration of the agreement,
9 each agree to waive the right to oblige the other party to bargain
10 with respect to any subject or matter not specifically referred to
11 or covered in this agreement.
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1 ARTICLE XVIII: UNEMPLOYMENT COMPENSATION

2
3 King County will implement a self-insured form of unemployment
4 compensation effective with the Union's approval of this contract.
5 The Unemployment Compensation will meet the following criteria:
6

7 1. Provide coverage for all full-time regular employees who
8 have completed their probationary period; except that the fore-
9 going does not include limited term employees.
10

11 2. Coverage will apply only to those employees who are laid
12 off as a result of a reduction in work or funds.
13

14 3. Employees who are receiving compensation under this pro-
15 gram must provide evidence of actively seeking employment.
16

17 4. The benefit will be same as the State of Washington
18 Unemployment Compensation, but shall be good for 26 weeks only
19 (no extended benefits).
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1 ARTICLE XIX: UNUSED SICK LEAVE
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3 King County will reimburse those employees who have at least
4 five (5) years service and retire as a result of length of service,
5 or who terminate by death, twenty-five percent (25%) of their
6 unused sick leave to a maximum of thirty (30) days. All payments
7 shall be made in cash, based on employees base rate, and there
8 shall be no deferred sick leave payments. Retirement for the
9 purposes of this article shall mean any employee who at the time
10 of termination is eligible to begin receiving benefits immediately
11 under the Public Employees Retirement System.
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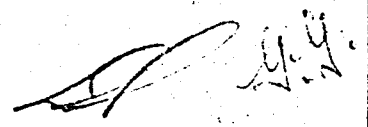
9-28-73

1 ARTICLE XX: CONTRACTING WORK

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3 The employer agrees that he will not permit any work normally
4 performed by current employees who are members of the bargaining
5 unit to be contracted out if the contracting of such work jeopard-
6 izes, eliminates, or reduces the normal workload of the bargain-
7 ing unit.

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1 ARTICLE XXI: REDUCTION-IN-FORCE
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3 Section 1. Employees laid-off as a result of a reduction of
4 work and/or a shortage of funds shall be laid-off according to
5 seniority and classification within the department. Employees
6 with the least amount of seniority shall be the first laid-off;
7 however, in the event of two (2) employees having the same
8 seniority, ability and skill shall be the determining factor on
9 retention.
10

11 Section 2. Employees laid-off shall be recalled in the
12 inverse order of layoff, those with the most seniority being re-
13 called first. In the event of a layoff where more senior employ-
14 ees are displaced by lack of funds, curtailment of project, etc.,
15 then such employees shall be entitled to bump less senior employees,
16 the intent being that the least senior employees will be laid-off
17 first.
18

19 Section 3. Prior to any layoff, all employees other than
20 permanent employees in the bargaining unit shall be removed from
21 the payroll first. This shall include temporary employees,
22 student hires and probationary employees.
23

24 Section 4. The County agrees to notify the Union at least
25 two (2) weeks in advance, in writing, of any anticipated reduc-
26 tion-in-force. Such notice shall include the names, classifica-
27 tions, and seniority dates of all employees within the affected
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1 department and the names, classifications, and seniority dates of
2 employees scheduled to be laid-off.

3

4 Section 5. Employees exercising their bumping rights must
5 be able to qualify for the position into which they propose to
6 bump.

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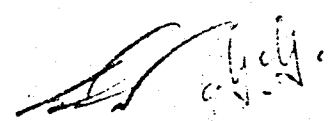
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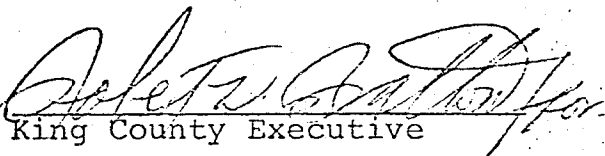
1 ARTICLE XXII: DURATION
2

3 This agreement and each of it's provisions, except as pro-
4 vided herein shall become effective upon the date of signature
5 of both parties hereto and shall continue in full force and effect
6 through December 31, 1975.
7

8 In the event this agreement becomes effective before
9 January 1, 1974, wage rates of all employees covered by this
10 agreement shall remain the same as the rates existing immediately
11 prior to the effective date of this agreement until January
12 1, 1974. On January 1, 1974, the wage rates, and individual
13 classifications as provided for in addendum A ^{PS 4.04} and B attached hereto
14 shall be implemented.
15

16 Contract negotiations for 1976 may be initiated by either
17 party providing to the other party written notice of it's in-
18 tention to do so not less than thirty (30) days prior to August
19 31, 1975.
20

21 APPROVED this 31st day of OCTOBER, 1973
22

23 
24 King County Executive

25 SIGNATORY UNION

26 George V. G. G. - Secy. Treas.
27 O.W., P.O. & A Union No 39.

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ADDENDUM A

MONTHLY SALARIES FOR COVERED DEPARTMENTS AND CLASSIFICATIONS

EFFECTIVE JANUARY 1, 1974

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Public Works Planning Cooperative Extension Service						
Duplicating Equipment Operator	599	630	660	694	730	766
Offset Pressman	857	900				

EFFECTIVE JANUARY 1, 1975

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Public Works Planning Cooperative Extension Service						
Duplicating Equipment Operator	632	665	696	732	770	809
Offset Pressman	904	950				

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