

ORDINANCE NO: 6378

AN ORDINANCE approving and adopting collective bargaining agreements/salary addenda negotiated by and between King County and certain labor organizations; and establishing the effective date of said agreements.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY

SECTION 1. Approval and adoption is hereby made of the collective bargaining agreements/salary addenda attached hereto and by this reference made a part hereof negotiated by and between King County and the following labor organizations:

LABOR ORGANIZATION	CONTRACT EXPIRATION DATE
Joint Crafts	December 31, 1985
Printing and Graphic Communications, Union No. 39	December 31, 1985
Professional and Technical Engineers, Local 17	December 31, 1985
Public Safety Employees, Local 519 (Fire Marshal's Office, Division of Building and Land Development	December 31, 1985
Teamsters, Local 763	December 31, 1985
Teamsters, Local 882 (Courthouse)	December 31, 1985
Teamsters, Local 882 (Stadium Event Personnel	December 31, 1985
Teamsters, Local 882 (Systems Services)	December 31, 1985
Washington State Nurses Association (Department of Youth Services	December 31, 1985

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33

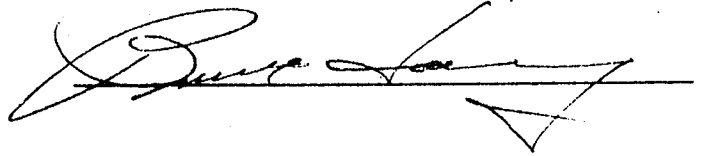
6378

SECTION 2. The effective date of the agreements/salary addenda set forth in Section 1 herein shall be January 1, 1983.

INTRODUCED AND READ for the first time this 18th day of April, 1983.

PASSED this 25th day of April, 1983.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON



ATTEST:

Janet M. Owens
Clerk of the Council

APPROVED this 28th day of April, 1983.

Randy R. Well
King County Executive

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33



King County Executive
Randy Revelle

Department of Executive Administration
Lauraine D. Brekke, Director

April 13, 1983

TO: RANDY REVELLE, COUNTY EXECUTIVE
VIA: LAURINE D. BREKKE, DIRECTOR, EXECUTIVE ADMINISTRATION
FROM: ALBERT G. ROSS, PERSONNEL MANAGER *Albert G. Ross*
SUBJECT: COLLECTIVE BARGAINING AGREEMENT - JOINT CRAFTS

The Joint Crafts and the County Negotiating Team,
having completed the attached Collective Bargaining
Agreement, hereby recommend it for approval of
the Council by Ordinance and for your signature.

Jon I. Rabine

JON I. RABINE, PRESIDENT
Joint Crafts Council

Albert G. Ross

ALBERT G. ROSS, CHAIRMAN
County Negotiating Committee

TABLE OF CONTENTS

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

ARTICLE I: PURPOSE	1
ARTICLE II: NON-DISCRIMINATION	3
ARTICLE III: RECOGNITION, UNION MEMBERSHIP AND DUES DEDUCTION	4
ARTICLE IV: RIGHTS OF MANAGEMENT	6
ARTICLE V: CLASSIFICATIONS AND RATES OF PAY	7
ARTICLE VI: HOURS OF WORK	9
ARTICLE VII: OVERTIME	10
ARTICLE VIII: HOLIDAYS	12
ARTICLE IX: VACATIONS	14
ARTICLE X: SICK LEAVE	17
ARTICLE XI: REDUCTION IN FORCE AND LAYOFF RECALLS	21
ARTICLE XII: MEDICAL, DENTAL AND LIFE INSURANCE	22
ARTICLE XIII: MISCELLANEOUS	25
ARTICLE XIV: GRIEVANCE PROCEDURE	26
ARTICLE XV: WORK STOPPAGES AND EMPLOYER PROTECTION	30
ARTICLE XVI: WAIVER CLAUSE	31
ARTICLE XVII: SAVINGS CLAUSE	32
ARTICLE XVIII: DURATION	33
APPENDICES	34

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

AGREEMENT BETWEEN
JOINT CRAFTS COUNCIL
AND
KING COUNTY

THIS AGREEMENT is by and between the COUNTY OF KING,
WASHINGTON, hereinafter referred to as the County, and the JOINT
CRAFTS COUNCIL, hereinafter referred to as the Council, comprised
of the following Unions, hereinafter each individually referred
to as the Union, each on its own behalf and in behalf of its own
definition of "employee" as set forth within ARTICLE III of this
Agreement:

Hotel, Motel, Restaurant Employees and Bartenders Union
Local No. 8

International Association of Machinist & Aerospace
Workers, District Lodge No. 160, Local No. 289

International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America, Local No. 882

International Union of Operating Engineers Local No. 286,
Stationary Engineers

International Union of Operating Engineers Local No. 302

ARTICLE I: PURPOSE

1.1 The intent and purpose of this Agreement is to pro-
mote the continued improvement of the relationship bet-
ween the County of King and its employees by providing a
uniform basis for implementing the right of public
employees to join organizations of their own choosing,
and to be represented by such organizations in matters
concerning their employment relations with the County of
King, and to set forth the wages, hours, and other

1 working conditions of such employees in appropriate
2 bargaining units provided the County has authority to act
3 on such matters and further provided the matter has not
4 been delegated to any Civil Service Commission or
5 Personnel Board similar in scope, structure and authority
6 as defined in RCW 41.56.

7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

1 ARTICLE II: NON-DISCRIMINATION

2 2.1 The County and the Union shall not discriminate
3 against any individual with respect to compensation
4 terms, conditions, or privileges of employment because of
5 race, color, religion, national origin, age or sex,
6 except as otherwise provided by law.

7 2.2 Wherever words denoting a specific gender are used
8 in this Agreement, they are intended and shall be
9 construed so as to apply equally to either gender.

10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

1 ARTICLE III: RECOGNITION, UNION MEMBERSHIP AND DUES DEDUCTION

2 3.1 Recognition - The County recognizes the respective
3 Unions as the exclusive bargaining representatives for
4 the purpose stated in RCW 41.56 for employees employed
5 within the bargaining units defined in Appendices "A"
6 through "E" of this Agreement.

7 3.2 Union Membership -It shall be a condition of
8 employment that all regular, full-time employees who are
9 members of the Union on the effective date of this
10 Agreement, shall remain members in good standing or
11 tender such dues and initiation fees as are customarily
12 paid by Union members to the Union, or to a non-religious
13 charity, or to another charitable organization mutually
14 agreed upon by the employee and the bargaining represen-
15 tative. The employee shall furnish written proof to the
16 Union that such payments are made.

17 3.2.1 It shall also be a condition of employment that
18 regular, full-time employees covered by this Agreement
19 and hired on or after its effective date shall, on the
20 thirtieth (30th) day following such employment, become
21 and remain members in good standing in the Union or
22 tender such dues and initiation fees as are customarily
23 paid by Union members to the Union, or to a non-religious
24 charity, or to another charitable organization mutually
25 agreed upon by the employee and the bargaining represen-
26 tative. The employee shall furnish written proof to the

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

Union that such payments are made.

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

3.3 Dues Deduction - Upon receipt of a written authorization individually signed by a bargaining unit employee, the County shall have deducted from the pay of such employee the amount of dues as certified by the secretary of the signatory organization and shall transmit the same to the treasurer of the signatory organization.

The signatory organization shall indemnify, defend and hold the County harmless against any claims made and against any suit instituted against the County on account of any check-off of dues for the signatory organization. The signatory organization shall refund to the County any amounts paid to it in error on account of the check-off provision upon presentation of proper evidence thereof.

1 ARTICLE IV: RIGHTS OF MANAGEMENT

2 4.1 The management of the County and the direction of
3 the work force is vested exclusively in the County sub-
4 ject to terms of this Agreement. All matters not speci-
5 fically and expressly covered or treated by the language
6 of this Agreement may be administered for its duration by
7 the County in accordance with such policy or procedures
8 as the County from time to time may determine.

9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

1 ARTICLE V: CLASSIFICATIONS AND RATES OF PAY

2 5.1 The classifications of employees covered by this
3 Agreement and the corresponding rates of pay are set
4 forth within Appendices "A" through "E" which are
5 attached hereto and made a part of this Agreement.

6 5.2 Employees assigned to classifications in which more
7 than one (1) rate of pay exists shall be advanced as
8 follows:

9 5.2.1 New employees shall be hired at the first Step and
10 advanced to the next Step upon the completion of six (6)
11 months of continuous service, except as may otherwise be
12 provided within a particular Appendix. Advancement to
13 each succeeding Step thereafter shall occur after comple-
14 tion of one (1) additional year of continuous service.
15 Denials of a Step increase for cause may be authorized by
16 the Department Director; provided however, the employee
17 so affected shall have been served with written notifica-
18 tion in advance outlining the reasons for such action and
19 subsequently provided with a written review every three
20 (3) months thereafter for as long as such denial remains
21 in effect.

22 5.3 Effective January 1, 1984, the base rates of pay
23 enumerated in Appendices "A" through "E" of this Agree-
24 ment shall be increased by eighty percent (80%) of the
25 percentage increase in the Consumer Price Index for the
26 Seattle-Everett Metropolitan area. In no event shall

1 this increase be less than one and one-half percent (1½%)
2 nor more than six percent (6%). The "Index" used shall
3 be the Consumer Price Index for Urban Wage Earners and
4 Clerical Workers, All Items (Revised Series) (CPI-W)
5 (1967=100) covering the period from September 1982
6 through September 1983.

7 5.4 Effective January 1, 1985, the base rates of pay
8 established pursuant to Section 5.3 shall be increased by
9 eighty percent (80%) of the percentage increase in the
10 Consumer Price Index for the Seattle-Everett Metropolitan
11 area. In no event shall this increase be less than one
12 and one-half percent (1½%) nor more than seven percent
13 (7%). The "Index" used shall be the Consumer Price Index
14 for Urban Wage Earners and Clerical Workers, All Items
15 (Revised Series) (CPI-W) (1967=100) covering the period
16 from September 1983 through September 1984.
17
18
19
20
21
22
23
24
25
26
27
28

1 ARTICLE VI: HOURS OF WORK

2 6.1 The standard work week shall consist of five (5)
3 consecutive standard work days not to exceed eight (8)
4 hours each and not to exceed forty (40) hours per week
5 and shall normally be scheduled Monday through Friday.
6 The working hours of each day shall normally be between
7 8:00 a.m. and 5:00 p.m.

8 6.2 Supervisors may change the scheduled hours and pro-
9 vide special schedules for special operations, such as
10 snow removal, flood control, and sanding operations, and
11 other special schedules such as watchpersons or other
12 personnel on special activities.

13 6.3 Normally, at least eight (8) hours notice shall be
14 given the employee prior to the commencement of a special
15 schedule or shift change, except in the case where snow
16 removal, flood control, or sanding operations may be
17 anticipated, in which case an "alert" or "stand-by" sta-
18 tus advance warning shall be sufficient.

1 ARTICLE VII: OVERTIME

2 7.1 Except as otherwise provided in this Article,
3 employees on a five (5) day schedule shall be paid at the
4 rate of one and one-half (1½) times the employee's regu-
5 lar straight-time hourly rate of pay for all hours worked
6 in excess of eight (8) hours in one day, exclusive of
7 lunch period, or forty (40) hours in one week.

8 7.2 A minimum of four (4) hours at the overtime rate
9 shall be allowed for each call out. Where such overtime
10 exceeds four (4) hours, the actual hours worked shall be
11 allowed at overtime rates.

12 7.3 All overtime shall be authorized in advance by the
13 Department Director or his designee in writing, except in
14 emergencies. Saturday and Sunday work shall not be con-
15 sidered overtime when it is a regularly scheduled work
16 day for the individual crew.

17 7.4 Emergency work at other than the normal scheduled
18 working hours, or special scheduled working hours not
19 enumerated above, shall be credited as such. This
20 unscheduled and emergency overtime shall be compensated
21 as overtime, and in the event this overtime work is
22 accomplished prior to the normal working hours and the
23 employee subsequently works his regular shift, his regu-
24 lar shift shall be compensated at regular time.

25 7.5 If any provision of this Article conflicts with
26 minimum standards established by RCW 49.46, then that

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

provision shall be automatically amended to provide the minimum standards.

1 ARTICLE VIII: HOLIDAYS

2 8.1 All employees shall be granted the following holi-
3 days 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 Veteran's Day	November 11th
11 Thanksgiving Day	Fourth Thursday in November
12 Day after Thanksgiving	
13 Christmas Day	December 25th

14 and any day designated by public proclamation of the
15 Chief Executive of the State as a legal holiday.

16 8.2 Whenever a holiday falls upon a Sunday, the
17 following Monday shall be observed as the holiday.
18 Whenever a holiday falls on a Saturday the preceding
19 Friday shall be observed as the holiday.

20 8.3 Holidays paid for but not worked shall be recognized
21 as time worked for the purpose of determining weekly
22 overtime.

23 8.4 Work performed on holidays shall be paid for at one
24 and one-half (1-1/2) times the employee's regular
25 straight-time hourly rate of pay in addition to the regu-
26 lar holiday pay.

27 8.5 All holidays shall be observed in accordance with
28 RCW 1.16.050, as amended.

Each employee shall receive two (2) additional per-
sonal holidays to be administered through the vacation

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

plan. One day shall be added to accrued vacation on the first of October and on the first of November of each year. These days can be used in the same manner as any vacation day earned.

1 ARTICLE IX: VACATIONS

2 9.1 Regular, full-time employees shall receive vacation
3 benefits as indicated in the following table:

4 <u>Years of</u>	5 <u>Monthly</u>	6 <u>Equivalent</u>	7 <u>Maximum</u>
8 <u>Continuous</u>	9 <u>Vacation</u>	10 <u>Annual</u>	11 <u>Vacation</u>
12 <u>Service</u>	13 <u>Credit</u>	14 <u>Vacation</u>	15 <u>Accumulation</u>
16 Upon completion			
17 of one (1) year		(80 hours)	
18 of service		10 days	
19 More than one			
20 (1) but less than			
21 three (3) years	(6.66 hours)	(80 hours)	(160 hours)
22 of continuous	.833 days	10 days	20 days
23 service			
24 Less than twelve			
25 (12) years of			
26 continuous ser-	(10 hours)	(120 hours)	(240 hours)
27 vice; more than	1.25 days	15 days	30 days
28 three (3) years			
of continuous			
service			
Twelve (12) years	(13.33 hours)	(160 hours)	(320 hours)
or more of con-	1.66 days	20 days	40 days
tinuous service			
and over			

9.1.1 For purposes of this Section, one (1) day of vaca-
tion pay shall be computed as one two hundred and six-
tieth (1/260th) of the employee's annual salary in effect
at the time of vacation or upon termination, and for
payroll purposes, a year shall be considered to contain
two thousand, eighty (2,080) hours. Therefore, annual
salary divided by two thousand, eighty (2,080) shall
result in the hourly rate of pay for purposes of this
Section.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

9.2 Employees with one or more continuous years of service shall accrue vacation benefits monthly.

9.3 Vacation benefits for regular, part-time employees shall be established based upon the ratio of hours actually worked (less overtime) to a standard work year. For example: If a regular, part-time employee normally works four (4) hours per day in a department that normally works eight (8) hours per day, then the part-time employee would be granted four-eighths (4/8ths) of the vacation benefits allowed a regular full-time employee with an equivalent number of years of service.

9.4 No person shall be permitted to work for compensation for the County in any capacity during the time when vacation benefits are being drawn.

9.5 Vacation may be used in one (1) hour increments at the discretion of the Department Director or his appointed designee.

9.6 Upon termination for any reason, the employee shall be paid for unused vacation credits up to the maximum allowable accumulated vacation.

9.7 Extra help employees shall not be granted vacation benefits.

9.8 No employee shall earn the equivalent of a month's vacation credit during a month when the employee is absent without pay for more than three (3) working days. An employee shall not be granted vacation benefits if not

1 previously accrued by the employee.

2 9.9 In the event of an employee's separation by death,
3 payment of unused vacation benefits shall be made to the
4 employee's estate, or in applicable cases, as provided by
5 law.

6 9.10 Employees may continue to accrue additional vacation
7 beyond the maximum specified herein if, as a result of
8 cyclical workloads or work assignments, accrued vacation
9 would otherwise be lost. Employees who leave King County
10 employment for any reason shall be paid for their unused
11 vacation up to the maximum specified herein. Employees
12 shall forfeit the excess accrual prior to December 31st
13 of each year.

14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

ARTICLE X: SICK LEAVE

10.1 All regular, full-time employees shall accrue sick leave benefits at the rate of one (1) work day for each month in County service.

10.2 No employee shall earn sick leave credit during a month in which the employee is absent without authorization or absent without pay for more than three (3) days.

10.3 Every regular part-time employee shall receive sick leave benefits proportionate to the employee's regular work day. For example: If a regular part-time employee normally works four (4) hours per day and the department's normal work day is eight (8) hours, the employee shall receive four (4) hours of sick leave benefits for the month.

10.4 Extra help employees shall receive no sick leave benefits.

10.5 After six (6) months of full-time service a regular employee may, at his Division Manager's discretion, be permitted to use up to one-half ($\frac{1}{2}$) of his accruing vacation (5 days) as an essential extension of used sick leave. If an employee does not work a full twelve (12) months, any vacation credit used for sick leave must be reimbursed to the County upon termination.

10.6 Sick leave shall accrue on a monthly basis starting with the first of the month following the month the employee commenced employment. An employee shall not be

1 entitled to sick leave if not previously earned.

2 10.7 Sick leave may be used in one (1) hour increments,
3 at the discretion of the Department Manager.

4 10.8 There shall be no limit to the hours of sick leave
5 benefits accrued by an employee.

6 10.9 Accrued sick leave shall be paid for the following
7 reasons:

- 8 a. Employee illness;
9 b. Noncompensable injury of an employee (e.g., those
10 injuries generally not eligible for worker's compen-
11 sation payments);
12 c. Employee disability due to pregnancy or childbirth;
13 d. Employee exposure to contagious diseases and result-
14 ing quarantine;
15 e. Employee keeping medical, dental or optical appoint-
16 ments.

17 Department management is responsible for the proper
18 administration of the sick leave benefit.

19 10.10 Separation from King County employment, except by
20 retirement or reason of temporary lay-off due to lack of
21 work or funds, shall cancel all sick leave currently
22 accrued to the employee. Should the employee resign in
23 good standing and return to the County within two (2)
24 years, accrued sick leave shall be restored.

25 10.11 Accrued sick leave may be used for absence due to
26 temporary disability caused or contributed by pregnancy.

1 10.12 Sick leave because of an employee's physical incapa-
2 city shall not be approved when the injury is directly
3 traceable to simultaneous employment other than with the
4 County of King.

5 10.13 The County shall reimburse those employees who have
6 at least five (5) years of service and retire as a result
7 of length of service or who terminate by death, twenty-
8 five percent (25%) of their unused, accumulated sick
9 leave to a maximum of thirty (30) days. All payments
10 shall be made in cash, based upon the employee's base
11 rate of pay, and there shall be no deferred sick leave
12 reimbursement.

13 10.14 Employees injured on the job shall not simultane-
14 ously collect sick leave and worker's compensation
15 payments greater than net regular pay of the employee.
16 Administrative rules have been established to allow for
17 payments equal to net regular pay of employees qualifying
18 under worker's compensation.

19 10.15 Family Care and Death - Regular, full-time employees
20 shall be entitled to three (3) working days of bereave-
21 ment leave a year due to death of members of their imme-
22 diate family.

23 10.15.1 Regular, full-time employees who have exhausted
24 their bereavement leave, shall be entitled to use sick
25 leave in the amount of three (3) days for each instance
26 when death occurs to a member of the employee's immediate

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

family.

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

10.15.3 In cases of family care where no sick leave benefit exists, the employee may be granted leave without pay.

10.15.4 In the application of any of the foregoing provisions, when a holiday or regular day off falls within the prescribed period of absence, it shall not be charged.

1 ARTICLE XI: REDUCTION IN FORCE AND LAYOFF RECALLS

2 11.1 Employees laid off as a result of reduction of work
3 and/or a shortage of funds shall normally be laid off
4 according to their seniority within classification and
5 within the work unit of the Division, except that when in
6 the judgment of the Division Manager the application of
7 seniority does not provide for continued efficient opera-
8 tion of the work unit, then ability and skill may be the
9 determining factor. Employees so affected may grieve
10 immediately to a joint committee comprised of two (2)
11 representatives of the Union and two (2) representatives
12 of the County. Such grievances shall be adjudicated
13 within three (3) working days of the notice of layoff.

14 11.2 Employees laid off shall be recalled in the inverse
15 order of layoff; namely, those laid off last shall be
16 recalled first.

17 11.3 Prior to any layoff, all employees other than per-
18 manent employees in the affected work unit of the
19 Division shall be removed from the payroll first. This
20 shall include temporary and probationary employees.

21 11.4 The County shall notify the Union at least two (2)
22 weeks in advance, in writing, of any anticipated reduc-
23 tion in force. Such notice shall include the name,
24 classification and hire-in date of all such employees
25 scheduled to be laid off.

1 ARTICLE XII: MEDICAL, DENTAL & LIFE INSURANCE

2 12.1 The County shall maintain the current level of
3 benefits under its medical, dental, vision and life
4 insurance programs during the life of this Agreement.

5 12.2 A regular employee shall be eligible for receipt of
6 all benefits under the County's medical, dental, vision
7 and life insurance programs on the first day of the month
8 following completion of six (6) months of continuous
9 employment.

10 12.3 Effective January 1, 1983, the Major Medical maximum
11 benefit under the County's existing Self-Funded Medical
12 Insurance Program shall be increased to two hundred,
13 fifty thousand dollars (\$250,000).

14 12.3.1 Effective January 1, 1984, the Major Medical maximum
15 benefit under the County's existing Self-Funded Medical
16 Insurance Program shall be increased to three hundred
17 thousand dollars (\$300,000).

18 12.4 Effective January 1, 1983, the County shall pay
19 ninety-four dollars (\$94.00) per month for each employee
20 who opts to take the Group Health Cooperative Medical
21 Plan in lieu of the County's existing Self-Funded Medical
22 Insurance Program.

23 12.4.1 Effective January 1, 1984, the County shall pay per
24 month for each employee who opts to take the Group Health
25 Cooperative Medical Plan in lieu of the County's existing
26 Self-Funded Medical Insurance Program, an amount equal to
27 the monthly level of contribution for the County's

1 existing Self-Funded Medical Insurance Program up to a
2 maximum of one hundred dollars (\$100.00); provided
3 however, if the County's contribution for its existing
4 Self-Funded Medical Insurance Program exceeds one
5 hundred, five dollars and seventy cents (\$105.70) per
6 month, then the excess over the one hundred, five dollars
7 and seventy cents (\$105.70) shall be paid for by the
8 County (e.g., if the County's contribution for its
9 existing Self-Funded Medical Insurance Program for 1984,
10 should be one hundred, eight dollars (\$108.00), then the
11 total monthly contribution paid by the County toward the
12 Group Health Cooperative Medical Plan would be one
13 hundred, two dollars and thirty cents (\$102.30) per par-
14 ticipant.

15 12.4.2 Effective January 1, 1985, the County shall pay per
16 month for each employee who opts to take the Group Health
17 Cooperative Medical Plan in lieu of the County's existing
18 Self-Funded Medical Insurance Program, an amount equal to
19 the monthly level of contributions for the County's
20 existing Self-Funded Medical Insurance Program; provided
21 however, if the County did not realize a full recovery of
22 the five dollars and seventy cents (\$5.70) per month for
23 each employee who opted for the Group Health Cooperative
24 Medical Plan in 1984, as provided in Section 12.4.1, then
25 the amount per month paid by the County shall be reduced
26 by that amount not recovered.

27 12.5 There shall be established a six (6) member Labor

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

Management Insurance Committee comprised of an equal number of representatives from the County and the Labor Union coalition whose function shall be to review, study and make recommendations relative to existing medical, dental and life insurance programs.

1 ARTICLE XIII: MISCELLANEOUS

2 13.1 Bulletin Boards - The County shall permit the Union
3 to post on County Bulletin boards, the announcement of
4 meetings, election of officers, and any other Union
5 material, provided there is sufficient space, beyond
6 what is required by the County for "normal" business
7 operations, and prior approval is received from appropri-
8 ate authority.

9 13.2 An employee elected or appointed to office in a
10 Union which requires a part or all of his time shall be
11 given leave of absence up to one (1) year without pay
12 upon application.

13 13.3 All employees who have been authorized to use their
14 own transportation on County business shall be reim-
15 bursed at the current rate of eighteen cents (18¢) per
16 mile.

17 13.4 All County Road and River Improvement employees
18 shall be allowed pay from time of reporting to a
19 designated headquarters and shall end when employee
20 returns from the field to such headquarters.

1 ARTICLE XIV: GRIEVANCE PROCEDURE

2 14.1 The County recognizes the importance and desirability
3 of settling grievances promptly and fairly in the
4 interest of continued good employee relations and morale
5 and to this end the following procedure is outlined. To
6 accomplish this, every effort shall be made to settle
7 grievances at the lowest possible level of supervision.
8 Employees shall be unimpeded and free from restraint,
9 interference, coercion, discrimination or reprisal in
10 seeking adjudication of their grievance.

11 14.2 A grievance shall be defined as an issue raised by
12 an employee relating to the interpretation of rights,
13 benefits, or conditions of employment as contained in
14 this Agreement. The Union shall not be required to press
15 employee grievances if, in the Union's opinion, such lack
16 merit.

17 14.3 Grievances shall be processed in accordance with the
18 following procedure:

19 14.3.1 STEP 1 - A grievance shall be verbally presented by
20 the aggrieved employee, and the Union representative if
21 the employee wishes, within five (5) working days of the
22 occurrence of such grievance, to the employee's immediate
23 Supervisor. The immediate Supervisor shall gain all
24 relevant facts and shall attempt to adjust the matter and
25 notify the employee within three (3) working days. If a
26 grievance is not pursued to the next higher level within

1 three (3) working days, it shall be presumed resolved.

2 14.3.2 STEP 2 - If, after thorough discussion with the
3 immediate Supervisor, the grievance has not been satis-
4 factorily resolved, the employee and the Union represen-
5 tative shall reduce the grievance to writing, outlining
6 the facts as they are understood. The written grievance
7 shall then be presented to the Division Manager for
8 investigation, discussion and written reply. The
9 Division Manager shall make a written decision available
10 to the aggrieved employee within ten (10) working days.
11 If the grievance is not pursued to the next higher level
12 within five (5) working days, it shall be presumed
13 resolved.

14 14.3.3 STEP 3 - If, after thorough evaluation, the decision
15 of the Division Manager has not resolved the grievance to
16 the satisfaction of the employee, the grievance may be
17 presented to the Department Director or designee. All
18 letters, memoranda, and other written materials shall be
19 made available for the review and consideration of the
20 Department Director or designee. The director or
21 designee may interview the employee and/or Union repre-
22 sentative and receive any additional related evidence
23 which may be deemed pertinent to the grievance. The
24 Department Director or designee shall make a written
25 decision available within ten (10) working days. If the
26 grievance is not pursued to the next higher level within

1 five (5) working days, it shall be presumed resolved.

2 14.3.4 STEP 4 - If, after thorough evaluation, the decision
3 of the Department Director or designee has not resolved
4 the grievance to the satisfaction of the employee, the
5 grievance may be presented to a joint committee repre-
6 senting the County and the Union. Said committee shall
7 consist of equal representation for the Union and for the
8 County with a maximum of two (2) for each side. This
9 committee shall attempt to resolve the grievance within
10 ten (10) working days.

11 14.3.5 STEP 5 - Should this committee be unable to agree,
12 either party may request arbitration and must specify the
13 exact question which it wishes arbitrated. The committee
14 shall then select a third disinterested party to serve as
15 an arbitrator. In the event that the parties are unable
16 to agree upon an arbitrator, then the arbitrator shall be
17 selected from a panel of seven (7) arbitrators furnished
18 by the American Arbitration Association. The arbitrator
19 shall be selected from the list by both the County repre-
20 sentative and the Union Representative, each alternately
21 striking a name from the list until only one name
22 remains. The arbitrator, under voluntary labor arbitra-
23 tion rules of the Association, shall be asked to render a
24 decision promptly and the decision of the arbitrator
25 shall be final and binding on all parties.

26 14.4 The arbitrator shall have no power to change, alter,
27

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

detract from or add to the provisions of this Agreement, but shall have the power only to apply and interpret the provisions of this Agreement in reaching a decision.

14.5 The arbitrator's fee and expenses and any court reporter's fee and expenses shall be borne equally by both parties. Each party shall bear the cost of any witnesses appearing on that party's behalf.

14.6 No matter may be arbitrated which the County by law has no authority over, has no authority to change, or has been delegated to any Civil Service Commission or Personnel Board as defined in RCW 41.56.

14.7 There shall be no strikes, cessation of work or lockout during such conferences or arbitration.

1 ARTICLE XV: WORK STOPPAGES AND EMPLOYER PROTECTION

2 15.1 The County and the Unions agree that the public
3 interest requires efficient and uninterrupted performance
4 of all County services and to this end pledge their best
5 efforts to avoid or eliminate any conduct contrary to
6 this objective. Specifically, the Unions shall not cause
7 or condone any work stoppage, including any strike,
8 slowdown, or refusal to perform any customarily assigned
9 duties, sick leave absence which is not bona fide, or
10 other interference with County functions by employees
11 under this Agreement and should same occur, the Unions
12 shall take appropriate steps to end such interference.
13 Any concerted action by any employee in any bargaining
14 unit shall be deemed a work stoppage if any of the above
15 activities have occurred.

16 15.2 Upon notification in writing by the County to the
17 Union that any of its members are engaged in a work stop-
18 page, the Union shall immediately, in writing, order such
19 members to immediately cease engaging in such work stop-
20 page and provide the County with a copy of such order.
21 In addition, if requested by the County, a responsible
22 official of the Union shall publicly order such Union's
23 members to cease engaging in such work stoppage.

24 15.3 Any employee participating in such work stoppage or
25 in other ways committing an act prohibited in this
26 Article shall be considered absent without leave and
27 shall be considered to have resigned.

1 ARTICLE XVI: WAIVER CLAUSE

2 16.1 The parties acknowledge that each has had the unli-
3 mited right within the law and the opportunity to make
4 demands and proposals with respect to any matter deemed a
5 proper subject for collective bargaining. The results of
6 the exercise of that right and opportunity are set forth
7 within this Agreement. Therefore, the County and the
8 signatory organizations, for the duration of this Agree-
9 ment, each agree to waive the right to oblige the other
10 party to bargain with respect to any subject or matter
11 not specifically referred to or covered in this Agree-
12 ment.

13 16.2 All letters, agreements and understandings in effect
14 prior to the effective date of this Agreement are deemed
15 null and as of the effective date of this Agreement.
16
17
18
19
20
21
22
23
24
25
26
27

1 ARTICLE XVII: SAVINGS CLAUSE

2 17.1 Should any part hereof or any provision herein con-
3 tained be rendered or declared invalid by reason of any
4 existing or subsequently enacted legislation or by any
5 decree of a court of competent jurisdiction, such invali-
6 dation of such part or portions of this Agreement shall
7 not invalidate the remaining portions hereof; provided
8 however, upon such invalidation the parties shall meet
9 and negotiate such parts or provisions affected. The
10 remaining parts or provisions shall remain in full force
11 and effect.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

ARTICLE XVIII: DURATION

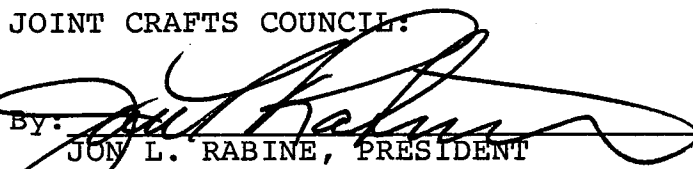
18.1 This Agreement and each of its provisions shall become effective January 1, 1983 and shall continue in full force and effect through December 31, 1985.

APPROVED this 13th DAY OF April, 1983.



KING COUNTY EXECUTIVE

JOINT CRAFTS COUNCIL:

By: 


JON L. RABINE, PRESIDENT

Date: 4-8-83

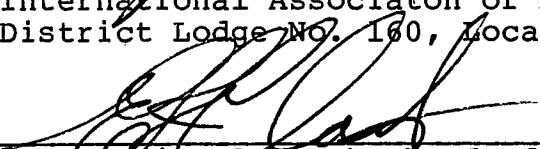
THE UNIONS HEREINAFTER LISTED, as a party to the AGREEMENT by and between the County of King, Washington and the Joint Crafts Council on behalf of the Council and each on its own behalf, do hereunto affix their signatures.

By: 


Hotel, Motel, Restaurant Employees and Bartenders
Union Local No. 8

By: 

International Association of Machinists and Aerospace Workers,
District Lodge No. 160, Local No. 289

By: 

International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America, Local No. 882

By: 

International Union of Operating Engineers Local No. 286,
Stationary Engineers

By: 

International Union of Operating Engineers Local No. 302

APPENDIX "A"
HOTEL, MOTEL, RESTAURANT EMPLOYEES
AND BARTENDERS UNION LOCAL NO. 8

This APPENDIX is supplemental to that AGREEMENT by and between the County of King, Washington (hereinafter referred to as the County), and the Joint Crafts Council (hereinafter referred to as the Council), comprised of certain Unions including the Hotel, Motel, Restaurant Employees and Bartenders Union Local No. 8 (hereinafter referred to as the Union), for that period from January 1, 1983 through December 31, 1985. This APPENDIX shall apply to those classifications as identified and set forth herein.

A.1 Effective January 1, 1983, the classifications of work and the corresponding monthly rates of pay for each classification employed within the Health Department (Cedar Hills) and the Department of Adult Detention covered by this Appendix shall be as follows:

<u>CLASS CODE</u>	<u>CLASSIFICATION</u>	<u>MONTHLY RATE OF PAY</u>
4183 & 5311	Cook-Baker	\$1740.91
	Head Cook	\$1784.40
4184	Mess Steward - Alc. Svcs.	\$2232.44
5317	Mess Steward - Jail	\$1936.55

A.2 Compensatory Time - Compensatory time off, in lieu of overtime compensation may, if requested by the employee and agreed to by the Division Manager or his designee, be authorized provided that:

A.2.1 Compensatory time off shall be earned at the rate of one and one-half (1½) times the employee's regular straight-time hourly rate of pay.

A.2.2 A maximum of forty (40) hours of compensatory time may be accumulated.

A.2.3 Accrued compensatory time shall be expended within the calendar year in which it is earned, unless through mutual agreement between the employee and County, the employee is allowed to carry the accumulation into the ensuing year.

A.2.4 Notwithstanding Section A.2.3, compensatory time off shall be scheduled at a time mutually agreed upon by the employee and County.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

APPENDIX "B"

INTERNATIONAL ASSOCIATION OF MACHINISTS & AEROSPACE WORKERS
DISTRICT LODGE NO. 160, LOCAL NO. 289

This APPENDIX is supplemental to that AGREEMENT by and between the County of King, Washington (hereinafter referred to as the County), and the Joint Crafts Council (hereinafter referred to as the Council), comprised of certain Unions including the International Association of Machinists & Aerospace Workers, District Lodge No. 160, Local No. 289 (hereinafter referred to as the Union), for that period from January 1, 1983 through December 31, 1985. This APPENDIX shall apply to those classifications as identified and set forth herein.

B.1 Effective January 1, 1983, the classifications of work and the corresponding monthly rates of pay for each classification covered by this Appendix shall be as follows:

<u>CLASS CODE</u>	<u>CLASSIFICATION</u>	<u>MONTHLY RATE OF PAY</u>
6133	Automotive Machinist I	\$2103.38
6135	Automotive Machinist II	\$2113.07

APPENDIX "C"

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN
AND HELPERS OF AMERICA, LOCAL NO. 882

This APPENDIX is supplemental to that AGREEMENT by and between the County of King, Washington (hereinafter referred to as the County), and the Joint Crafts Council (hereinafter referred to as the Council), comprised of certain Unions including the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local No. 882 (hereinafter referred to as the Union), for that period from January 1, 1983 through December 31, 1985. This APPENDIX shall apply to those classifications as identified and set forth herein.

C.1 Effective January 1, 1983, the classifications of work and the corresponding monthly rates of pay for each classification employed within the Automotive Services covered by this Appendix shall be as follows:

CLASS CODE	CLASSIFICATION	MONTHLY RATE OF PAY
6021	Automotive Service Attendant	\$1837.07
0201	Store Clerk	\$1944.67

C.2 Effective January 1, 1983, the classifications of work and the corresponding monthly rates of pay for each classification employed within the Public Works Department covered by this Appendix shall be as follows:

CLASS CODE	CLASSIFICATION	MONTHLY RATE OF PAY
5211	Aircraft Parking Attendant	\$1697.86
5213	Aircraft Parking Attendant Foreperson	\$1774.17
5121	Bridge Tender I	
	Hire In:	\$1596.76
	After 6 mos:	\$1665.53
5023	Grounds Keeper	\$1848.52
5101	Watchperson	\$1545.25
0201	Stores Clerk	
	Hire In:	\$1837.67
	After 6 mos:	\$1980.96
	After 18 mos:	\$2024.62
0205	Stores Keeper	\$2122.42
0201	Airport Stores Clerk	\$2087.43

1 C.3 The classifications of work and the corresponding
2 monthly rates of pay for each classification employed
3 within Airport Security covered by this Appendix shall be
4 as follows:

5 C.3.1 Wage rates for Airport Security Officers hired prior
6 to January 1, 1981:

7 5111 - Airport Security Officer I:

	<u>January 1, 1983</u>	<u>July 1, 1983</u>
8 00-12 mos.	\$1884.43	\$1908.37
9 13-14 mos.	2051.00	2077.05
10 25-36 mos.	2145.33	2172.58
11 37-54 mos.	2241.89	2270.36
12 55+ mos.	2342.78	2372.53

13 5112 - Airport Security Officer II:

14 00-06 mos.	\$2466.07	\$2497.38
15 07-12 mos.	2577.04	2609.77
16 13+ mos.	2693.00	2727.20

17 Wage rates for Airport Security Officers hired on or
18 after January 1, 1981:

19 5111 - Airport Security Officer I:

	<u>January 1, 1983</u>	<u>July 1, 1983</u>
20 00-12 mos.	\$1682.52	\$1703.89
21 13-24 mos.	1884.43	1908.36
22 25-36 mos.	2051.00	2077.05
23 37-48 mos.	2145.33	2172.58
24 49-60 mos.	2241.89	2270.36
25 61+ mos.	2342.78	2372.53

26 C.3.2 Effective January 1, 1984, wage rates in effect on
27 December 31, 1983 shall be adjusted in accordance with
28 the wage rate negotiated for Police Officers and Ser-
geants of the King County Department of Public Safety.

29 C.3.3 Effective January 1, 1985, wage rates in effect on
30 December 31, 1984 shall be adjusted in accordance with
31 the wage rate negotiated for Police Officers and Ser-
32 geants of the King County Department of Public Safety.

33 C.3.4 Hours of Work - Airport Security Officers assigned
34 to a 5-2/5-3 schedule shall be required to report for
35 duty in uniform ten (10) minutes prior to the beginning
36 of their shift and will finish the shift ten (10) minutes
37 early.

1 It is further understood that the 5-2/5-3 schedule
2 is considered to have holidays as set forth in Article
3 VIII of this Agreement built into it by virtue of its
4 providing additional time off for officers so assigned.

5 C.3.5

6 Leather and Guns - Airport Security Officers shall
7 be provided twenty-five dollars (\$25.00) per year to buy
8 shoes, leather and guns. Equipment destroyed in the line
9 of duty shall be replaced up to a maximum cost to the
10 employer of one-hundred and fifty dollars (\$150.00) per
11 twelve (12) month period, exclusive of uniforms.
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27

APPENDIX "D"

INTERNATIONAL UNION OF OPERATING ENGINEERS
LOCAL 286, STATIONARY ENGINEERS

This APPENDIX is supplemental to that AGREEMENT by and between the County of King, Washington (hereinafter referred to as the County), and the Joint Crafts Council (hereinafter referred to as the Council), comprised of certain Unions including the International Union of Operating Engineers Local 286, Stationary Engineers (hereinafter referred to as the Union), for that period from January 1, 1983 through December 31, 1985. This APPENDIX shall apply to those classifications as identified and set forth herein.

D.1 Effective January 1, 1983, the classifications of work and the corresponding monthly rates of pay for each classification covered by this Appendix shall be as follows:

<u>CLASS CODE</u>	<u>CLASSIFICATION</u>	<u>MONTHLY RATE OF PAY</u>
6153	HVAC Engineer	\$2088.00 (\$12.00 per hour)
6157	Chief HVAC Engr	\$2427.30 (\$13.95 per hour)

D.2 Shift Premiums - Employees shall receive the following Shift Premiums for only those hours actually worked. Shift Premiums shall not apply to Holiday Pay, Vacation Pay and/or Sick Leave Pay.

Swing Shift -	30¢ per hour
Graveyard -	40¢ per hour
Saturday/Sunday -	35¢ per hour

D.3 Filling of Vacant Shifts - In the event a shift becomes permanently vacant, notice of such vacancy shall be posted on bulletin boards normally accessible and used by the Union. Such notice shall have the date and hour of posting thereon and shall remain posted seventy-two (72) consecutive hours, no more, no less. Amongst those bargaining unit employees who designate an interest in working the vacant shift by signing the posted notice, the employee having the greatest bargaining unit seniority, shall be assigned to the vacant shift; provided however, he shall be qualified to handle the work on that vacant shift. Questions relating to the qualifications of an employee who has designated his interest shall be decided through the grievance procedure. It is the clear understanding of the County and the Union that in the final analysis, any question relating to an employee's qualifications shall be submitted to binding arbitration by a mutually agreed upon arbitrator under the customary rules of the American Arbitration Association.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

D.4 Overtime Work - Overtime work shall be divided and rotated as equally as possible among those employees who desire overtime work. Employees shall indicate their availability for overtime work by placing their names on the overtime roster which shall be posted in the workplace at all times. The posting of the overtime roster shall be the responsibility of the Chief HVAC Engineer.

D.5 Vacation Preference - Vacation preference requests for a period beginning April 1st and ending the following March 31st, must be received by Management not later than the March 1st preceding the twelve (12) month period during which the vacation is being requested. Upon receipt of same, a schedule of vacations shall be developed and posted on or before April 1st. Vacation preference requests shall be granted on the basis of bargaining unit seniority provided that essential operations are properly staffed at all times. All vacation requests made after April 1st shall be granted only with the mutual agreement of management and the employee.

D.6 Sick Leave- Sick leave may be used in one-half (½) hour increments, at the discretion of the Department Manager.

APPENDIX "E"

INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL NO. 302

This APPENDIX is supplemental to that AGREEMENT by and between the County of King, Washington (hereinafter referred to as the County), and the Joint Crafts Council (hereinafter referred to as the Council), comprised of certain Unions including the International Union of Operating Engineers Local No. 302 (hereinafter referred to as the Union), for that period from January 1, 1983 through December 31, 1985. This APPENDIX shall apply to those classifications as identified and set forth herein.

E.1 Effective January 1, 1983, the classifications of work and the corresponding hourly rates of pay for each classification covered by this Appendix shall be as follows:

<u>CLASS CODE</u>	<u>CLASSIFICATION</u>	<u>HOURLY RATE OF PAY</u>
-------------------	-----------------------	---------------------------

6180	Water/Sewage System Operator I	\$10.36
------	-----------------------------------	---------