

ORDINANCE NO. **9954**

1
2
3
4
5
6
7

AN ORDINANCE authorizing the one-time appointment of 21 temporary employees in the facilities management division of the department of executive administration King County to regular full time positions and declaring an emergency.

8

PREAMBLE:

9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29

The county currently employs a number of temporary crafts employees in the facilities management division of the department of executive administration who have been working on roughly a full-time basis for a significant period of time. The county wishes to resolve all outstanding issues regarding the employment of these temporary crafts employees by offering them, on a one-time basis, full-time positions with the county. Subject to all necessary approvals of the King County council, the county office of human resource management has entered into an agreement with the King County joint crafts council concerning the permanent employment of these temporary craft employees, which agreement is attached hereto as Exhibit A and fully incorporated herein by this reference. The temporary craft employees listed in the agreement have demonstrated to the satisfaction of the hiring authority that they are qualified for the positions in question. Moreover, the King County council, by previous ordinance, has approved the creation of the necessary additional positions in the facilities management division.

30

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

31
32
33
34
35
36
37
38
39
40

SECTION 1. Notwithstanding any provisions in any ordinance or the county's career service guidelines, seemingly to the contrary, the facilities management division of the department of executive administration and the office of human resource management are hereby authorized to offer full-time positions on a seniority basis to the temporary employees listed in the Temporary Crafts Labor Agreement attached as Exhibit A hereto, in the classifications indicated in that agreement and in accordance with the terms and conditions set forth therein.

41
42
43

SECTION 2. Pursuant to the terms of the referenced agreement, those temporary employees identified in the agreement hired as permanent full-time county employees shall

1 be given credit for all those months in which they worked
2 ninety or more hours as a temporary employee for the purpose of
3 determining placement into the appropriate pay step of the pay
4 range for their particular classification, and shall be
5 compensated at that pay step retroactive to their date of hire
6 as permanent full-time employees.

7 SECTION 3. Further, the county shall compensate the
8 employees identified in the referenced agreement for gaps in
9 benefit coverage in pay periods during the past twelve months
10 during which neither the "uptown building trades" benefit
11 package nor the full county benefit package was provided. This
12 compensation shall consist of either the "uptown building
13 trades" benefit package, which was provided until November 1,
14 1990 in continuation of a Memorandum of Understanding between
15 the county and the Joint Crafts Council effective July 16,
16 1989, or the county's equivalent thereof, but in no case will
17 the benefits be duplicated. This retroactive benefit payment
18 shall be made directly to the affected employee or to the
19 appropriate union trust fund upon approval of the Joints Craft
20 Council.



King County
Division of Personnel
Department of
Executive Administration
214 King County Administration Bldg.
500 Fourth Avenue
Seattle, Washington 98104
(206) 344-7340

February 22, 1991

Jon Rabine, President
Joint Craft Council
553 John Street, Room 16
Seattle, WA 98109

RE: Temporary Craft Employees

Dear Mr. Rabine:

The County offers the following proposal in an effort to resolve all the outstanding issues involving the temporary craft employees in the Facilities Management Division of King County. This settlement offer is being made as a one-time, non-precedent setting agreement. The County's offer is subject to the approval of the County Council and is also contingent upon the County Council's creation of seven (7) additional positions in the Facilities Management Division. Funds for these positions are currently available in the Facilities Management Division's budget and we will make every effort to secure County Council approval of this proposal.

With the above caveat, the County's proposal is as follows:

The following listed temporary employees will be given within thirty (30) days following the signature date of this Agreement, an opportunity to fill out a King County employment application form for full-time employment and, upon completion thereof, shall be certified as qualified to perform the duties of their craft by the King County Facilities Management Division.

<u>Temporary Employee</u>	<u>Classification</u>	<u>Pay Step Placement</u>	<u>Date of Next Pay Step</u>
Carl Leyent	Carpenter	C	07-16-91
Dennis Powers	Carpenter	C	11-16-91
Jason Gallardo	Carpenter	D	
John Schneider	Carpenter	C	03-01-91
Kevin Nichole	Carpenter	C	07-16-91
Richard Hoops	Carpenter	D	
Joel Limke	Carpenter	A	06-01-91
Darby Groves	Carpenter	A	06-01-91
Dennis Lindsey	Electrician	C	11-16-91

<u>Temporary Employee</u>	<u>Classification</u>	<u>Pay Step Placement</u>	<u>Date of Next Pay Step</u>
Harold Rash	Electrician	C	11-01-91
Lloyd Hester	Electrician	B	04-16-91
Robert Covello	Electrician	C	11-16-91
Robert Johnson	Electrician	C	11-16-91
Herman Rasmussen	Painter	C	05-01-91
Lonnie Ham	Painter	D	
Gene Kautzman	Plumber	B	07-01-91
Nancy Johnson	Plumber	B	08-01-91
Theodore Martin	Plumber	C	09-16-91
Todd Hawkins	Steamfitter	C	06-16-91
Wayne Simmons	Plumber	D	
William Perry	Plumber	D	

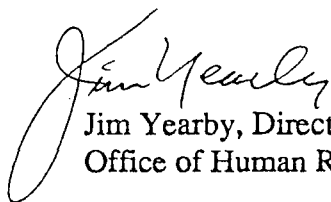
Once certified by the Office of Human Resources Management and pending approval of this proposal by the King County Council, said Temporary Employee(s) shall on a seniority basis be given a one-time opportunity to accept full-time employment with King County and to be placed into the appropriate pay step within the pay range for their particular classification of work as set forth within the current Joint Crafts Council/King County Construction Crafts Labor Agreement. In determining placement into the appropriate pay step those accepting such full-time employment shall be given past service credit for all those months in which they worked ninety (90) or more hours as a Temporary Employee for the County. The application of such past service credit shall provide for pay step placement and dates for pay step advancement as herein before set forth. Furthermore, those accepting such full-time employment shall become eligible for coverage under the County's medical and dental insurance coverages commencing with the date of their full-time employment.

Those Temporary Employee(s) who choose not to accept the County's offer for full-time employment may continue to work as Temporary Employee(s) on an as-needed basis at the rates of pay set forth within the Labor Agreement by and between the Joint Crafts Council and King County covering the Temporary Employees. It is expected that future use of Temporary Employees will be severely limited.

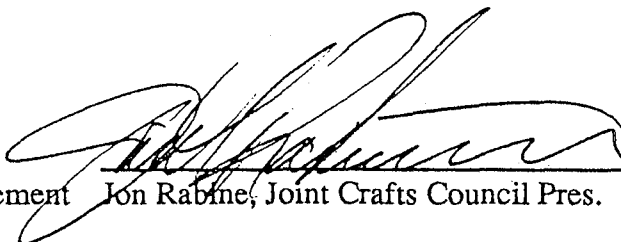
Those Temporary Employees in the Facilities Management Division who were hired within the past twelve (12) months as full-time employee(s) under the current Joint Crafts Council/King County Construction Crafts Labor Agreement shall be given credit for all those months in which they worked ninety (90) or more hours as a Temporary Employee for the County for purposes of determining prospective placement into the appropriate pay step of the pay range for their particular classification.

If you agree with the above please indicate by signing below and returning the original to me.

Sincerely,


Jim Yearby, Director

Office of Human Resource Management



Jon Rabine, Joint Crafts Council Pres.

02-27-91
Date

- cc: Stephen W. Robinson, Acting Labor Relations Manager
- attn: Jack Cartwright, Personnel Service Supervisor
- Noel Holley, Personnel Analyst
- Jesus Sanchez, Director, Executive Administration
- attn: Ben Woo, Manager, Facilities
- Jim Napalitano, Plant Services Supervisor
- Pat Steel, Director, Office of Financial Management
- attn: Dave Lawson, Budget Supervisor

c:temp