

September 16, 1993
APPRENT.ORD/CMM

Introduced by: RON SIMS
Proposed No.: 93-705

ORDINANCE NO. **11149**

AN ORDINANCE relating to the employment status of apprentices, and creating an apprenticeship training program.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. Findings. The King County council finds as a fact that minorities, women and disabled persons are underrepresented in the construction trades. The council also finds as a fact that a major reason for the underrepresentation of minorities, women and disabled persons in the construction trades is the lack of opportunity for those persons to serve apprenticeships in state-approved apprenticeship programs designed to have them earn the hours necessary to reach journey-level status. Further, the council finds that the traditional methods for persons to find opportunities as apprentices in the construction trades serve as a barrier to minorities, women and disabled person. Therefore, the council finds that the temporary employment of these individuals as construction trade apprentices enrolled in state-approved apprenticeship programs will serve to benefit the public by assisting minority, women and disabled persons gain entry to the construction trades by their earning a portion of the hours needed to reach the journey level while placed with King County.

SECTION 2. Employment status of Apprentices.

Notwithstanding any King County ordinance to the contrary, persons who are enrolled in state approved apprenticeship programs and are employed by King County to earn hours to complete such apprenticeship programs, shall be classified as temporary employees. Such person shall be entitled to only such rights, working conditions and benefits as are granted by ordinance to other temporary employees of King County.

SECTION 3. Agreement as to status - apprentices. A. All persons who are enrolled in state approved apprenticeship

1 programs and who are employed by King County to earn hours
2 towards completing such programs shall, prior to becoming a
3 temporary employee of King County, sign a sworn statement, in
4 substantially the same form contained in Attachment A,
5 indicating an understanding as to the temporary nature of the
6 employment, the absence of career service rights and
7 entitlements, the right of the county to terminate employment
8 at any time without just cause, the absence of appeal rights
9 for any action pertaining to appointment, promotion,
10 suspension, discipline, reduction in pay or rank, removal and
11 the absence of the right to grieve under any collective
12 bargaining agreement, and recognition and understanding that
13 upon termination of temporary employment no right exists to any
14 career service or other position with King County.

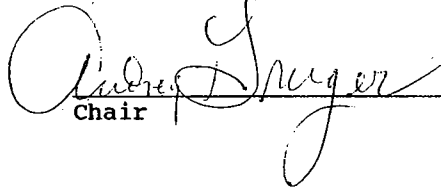
1 B. It shall be the responsibility of the office of Human
2 resource management to retain the originals of such sworn
3 statements.

4 SECTION 4. Severability. If any provision of this
5 ordinance or its application to any person or circumstance is
6 held invalid, the remainder of the ordinance or the application
7 of the provision to other persons or circumstances is not
8 affected.

9 INTRODUCED AND READ for the first time this 20th day
10 of September, 1992.

11 PASSED this 6th day of December, 1992.

12 KING COUNTY COUNCIL
13 KING COUNTY WASHINGTON

14 
15 Chair

16 ATTEST:

17 
18 Clerk of the Council

19 APPROVED this 17th day of DECEMBER, 1992.

20 
21 King County Executive

22 Attachments:

23 Apprenticeship Agreement

APPRENTICESHIP AGREEMENT

Persons enrolled in State-approved apprenticeship program need to read and sign the statement prior to their becoming King County temporary employees for the purpose of completing a portion of their apprenticeship training programs with King County.

1.) I am enrolled in an apprenticeship program approved by the State of Washington.

2.) King County has hired me as a temporary employee to assist me in earning the hours needed to reach the journey level in my trade. In exchange for hiring me into a temporary position, I, acknowledge, agree to and fully understand the following conditions:

a. As a temporary employee of King County, I shall receive only such rights, working conditions and benefits as other temporary employees of King County are entitled to under County ordinance.

b. I am not a career service employee and I am not entitled to the rights, working conditions and benefits which King County career service employees are entitled to under County ordinance.

c. King County may terminate my employment at any time. Such termination or discipline need not be for just cause.

d. I am not entitled to appeal any action pertaining to appointment or promotion, suspension, discipline, reduction in pay or rank or removal to the King County Personnel Board, nor may I grieve any such decision under any union contract.

e. When King County terminates my temporary employment, I am not entitled to receive a career service or any other position with King County.

I, _____, am a temporary employee of King County. I am enrolled in a state-approved apprenticeship program. I swear that I have read the foregoing, understand its contents and agree to be fully bound by what is contained therein.

Name

Date