

April 30, 1996

Introduced By:

Larry Phillips
Brian Derdowski
Greg Nickels

Proposed No.:

96-394

ORDINANCE NO. **12255**

AN ORDINANCE approving and adopting two Collective Bargaining Agreements negotiated by and between King County and the Joint Crafts Council, representing employees in the Departments of Natural Resources, Adult Detention, Public Health, Transportation, Parks & Cultural Resources, Construction & Facilities Management, Information & Administrative Services; and establishing the effective date of said Agreement.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. The first Collective Bargaining Agreement negotiated between King County and the Joint Crafts Council and attached hereto is hereby approved and adopted by this reference made a part hereof.

SECTION 2. The second Collective Bargaining Agreement negotiated between King County and the Joint Crafts Council and attached hereto is hereby approved and adopted and by this reference made a part hereof.

SECTION 3. Terms and conditions of the first Collective Bargaining Agreement are effective from January 1, 1995 through and including December 31, 1995.

SECTION 4. Terms and conditions of the second Collective Bargaining Agreement are effective January 1, 1996 through and including December 31, 1998.

INTRODUCED AND READ for the first time this 29th day of April, 19 96.

PASSED by a vote of 9 to 0 this 6th day of May, 1996.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Jane Hague
Chair

ATTEST:

Gerald A. Peterson
Clerk of the Council

APPROVED this 17th day of May, 19 96.

[Signature]
Deputy King County Executive

Attachment:

Collective Bargaining Agreement

AGREEMENT
by and between
COUNTY OF KING, WASHINGTON
and
JOINT CRAFTS COUNCIL
(Representing Construction Crafts Employees)

JANUARY 01, 1996 through DECEMBER 31, 1998

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AGREEMENT
by and between
COUNTY OF KING, WASHINGTON
and
JOINT CRAFTS COUNCIL
(Representing Construction Crafts Employees)
January 1, 1996 through December 31, 1998

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 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 representing those employees commonly referred to as the Construction Crafts employees employed in the Roads and Fleet Administration Divisions of the Department of Transportation, The Solid Waste Division in the Department of Natural Resources, The Goods And Non Professional Consultant Services Procurement Division in the Department Of Finance, Department of Construction and Facilities Management, the Department of Information and Administrative Services, the Parks and Maintenance Division of the Department of Parks and Cultural Resources, and the Seattle/King County Department of Public Health. This Agreement is subject to approval by the Metropolitan King County Council.

District Council of Carpenters of Seattle, King County and Vicinity

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

International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths,
Forgers and Helpers Lodge No. 104

International Brotherhood of Electrical Workers Local No. 46

International Brotherhood of Teamsters Local No. 117

International Union of Operating Engineers Local No. 302

Painters District Council No. 5

United Association of Plumbers & Pipefitters Local No. 32

H.E.R.E. Local No. 8

International Union of Stationary Engineers Local No. 286

Public Service and Industrial Employees Local No. 1239

ARTICLE I PURPOSE

1.1 The intent and purpose of this Agreement is to promote the continued improvement of the relationship between the County 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 and to set forth the wages, hours, and other working conditions of such employees in appropriate bargaining units provided the County has authority to act on such matters and further provided the matter has not been delegated to any Civil Service Commission or Personnel Board similar in scope, structure and authority as defined in the Revised Code of the State of Washington. (RCW 41.56.)

ARTICLE 2 NON-DISCRIMINATION

2.1 The County and the Union shall not unlawfully discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment because of race, color, religion, marital status, sexual orientation, national origin, age, sex, mental, sensory or physical handicap.

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

ARTICLE 3 RECOGNITION, UNION MEMBERSHIP AND DUES DEDUCTION

3.1 **Recognition** - The County recognizes the Council and each of the signatory Unions as the exclusive bargaining representative for all full-time, part-time, and temporary employees performing work of the classifications identified within Appendices "A" through "P" of this Agreement.

3.2 **Union Membership** - It shall be a condition of employment that all employees covered by this Agreement who are members of the Union in good standing on the effective date of this Agreement shall remain members in good standing and those who are not members on the effective date of this Agreement, shall on the thirtieth (30th) day following the effective date of this Agreement, become and remain members in good standing in the Union. It shall also be a condition of employment that all employees covered by this Agreement and hired on or assigned into the bargaining unit on or after its effective date shall, on the thirtieth (30th) day following the beginning of such employment, become and remain members in good standing in the Union.

3.2.1 Nothing contained within this Article shall require an employee to join said Union who can substantiate that there exists bona fide religious tenets or teachings of a church or religious body of which the employee is a member, in which case an amount of money equivalent to the regular Union dues and initiation fee shall be paid to a non-religious charity mutually agreed upon by the employee affected and the bargaining representative to which such employee would otherwise pay the Union dues and initiation fee. The employee shall every thirty (30) days furnish proof that such payment has been made.

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 Union and shall transmit the same to the Union.

3.3.1 The Union 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 Union. The

Union 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.

3.4 The County shall notify the Union in writing within seven (7) calendar days from the date of hire of a new employee. Such written notification shall contain the new employee's name, social security number, address, home phone number, job classification, department division, and specific place of employment.

ARTICLE 4 CLASSIFICATIONS AND RATES OF PAY

4.1 The classifications of employees covered by this Agreement and the corresponding rates of pay are set forth within Appendices "A" through "O" which are attached hereto and made a part of this Agreement.

4.1.1 Employees working a seven/ten hour day work schedule shall be compensated at a monthly rate of pay equivalent to that received by employees working a forty (40) hour workweek schedule. Employees working this schedule as of 1-1-96 shall continue to accrue vacation benefits at no less than the 1995 schedule.

4.2 **Step Advancement** -, a new employee shall be hired at STEP 1 of the salary range set forth within the Appendix covering the classification of work for which the employee was hired for the first one thousand forty (1040) hours of his/her employment, unless otherwise provided for within this Agreement, or by King County Personnel Guidelines section 9.45 or unless promotional guidelines supercede. Upon completion of his/her first one thousand forty (1040) hours employment he shall immediately thereafter, automatically advance from STEP 1 to STEP 2 and upon completion of two thousand eighty (2080) hours in STEP 2 immediately thereafter, automatically advance to STEP 3 and in a like manner to the next pay STEP every two thousand eighty (2080) hours thereafter until he attains the top pay STEP in the pay range for his/her classification.

4.3 An employee who advances from one classification to a higher paying classification on a permanent basis shall be placed into the pay STEP providing no less than a four and one-half percent (4-1/2%) increase in his/her rate of pay not to exceed the top pay STEP of the higher paying classification.

4.4 **Pay in Lieu of Benefits- Temporary Employees** - Effective the first pay period following ratification by the King County Council, an employee hired as a temporary employee shall be compensated at the rate of pay identified in Section 4.2 and shall receive a fifteen percent (15%) premium in lieu of holiday pay, vacation leave, sick leave, bereavement leave, medical, dental, long term disability and life insurance benefits. This fifteen percent (15%) premium payment shall be applied to all of the temporary employee's gross earnings and shall not be reduced for that temporary employee for as long as the employee continues to work as a temporary employee for the same Division within a Department of the County.

4.4.1 **Duration of Temporary Employment** - A Division within a Department of the County shall not assign or schedule or continue to work a temporary employee for longer than ninety(90) calendar days without prior approval of the Union.

4.5 **1997 COLA** - Effective with the beginning of the first full pay period nearest January 01, 1997 or January 01, 1997, the rates of pay set forth within Appendices "A" through "O" of this Agreement shall be increased by ninety percent (90%) of the percentage increase in the United States City Average Consumer Price Index which occurs during the twelve (12) month period from

September, 1995 to September, 1996; provided however, said percentage increase shall not be less than two percent (2%) nor shall it exceed six percent (6%). The Index used shall be the Consumer Price Index for the Urban Wage Earners and Clerical Workers (CPI-W), All Items Revised Series (1982-84 = 100), as published by the Bureau of Labor Statistics, United States Department of Labor.

4.6 1998 COLA - Effective with the first full pay period nearest January 01, 1998 or January 01, 1998, the rates of pay set forth within Appendices "A" through "O" of this Agreement as further amended by Sections 4.5 shall be increased by ninety percent (90%) of the percentage increase in the United State City Average Consumer Price Index which occurs during the twelve (12) month period from September 1996 to September 1997; provided however, said percentage increase shall not be less than two percent (2%) nor shall it exceed six percent (6%). The Index used shall be the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), All Items Revised Series (1982-84 = 100), as published by the Bureau of Labor Statistics, United States Department of Labor.

ARTICLE 5 HOURS OF WORK

5.1 Standard Workweek - The standard workweek shall consist of five (5) consecutive standard work days not to exceed eight (8) hours each exclusive of the meal period and not to exceed forty (40) hours per week, Monday through Friday inclusive.

5.1.1 Four/Ten Workweek - Notwithstanding the provisions of Section 5.1, there may be established a workweek comprising of four (4) consecutive workdays of ten (10) consecutive hours each workday exclusive of the meal period. Any established four/ten workweek shall provide for three (3) consecutive days off, one of which shall be a Saturday and/or a Sunday.

5.1.2 Seven/Ten Workweek - Notwithstanding the provisions of Sections 5.1 or 5.1.1, there may be established a workweek schedule comprising of seven (7) consecutive work days of ten (10) consecutive hours each exclusive of the meal period followed by seven (7) consecutive days off.

5.1.3 Bid Postings - All newly established workweek schedules, position vacancies and shifts in the work unit shall be posted to bid within the work unit affected. Employees within the specific classification in the work unit for which the schedule or shift is being established shall be offered the opportunity to work such schedule or shift in seniority order amongst those within the work unit on a "first-right-of-refusal" basis. Absent adequate interest, the County shall assign all such remaining workweek schedules or shifts in reverse order of seniority amongst those employees within the effected classification (s) in the work unit. A "work unit" shall be defined as a maintenance unit or individual crew operating out of a central shop (i.e. tile crew, bridge crew, etc.).

5.2 Altering of Work Schedule - No employee shall have his/her workweek schedule altered for the purpose of avoiding the payment of overtime except as otherwise provided for herein. No employee shall be required to work on his/her scheduled day off in lieu of his/her scheduled workday. Nothing herein shall be construed so as to mean that any employee shall receive overtime pay for Saturday or Sunday work unless such work is performed according to Article 6. The County may change an employees work schedule to avoid the payment of overtime when an employee changes from one work schedule to another (i.e. 5/8, 4/10, 7/10).

5.3 First Shift - An employee assigned to work on a shift which begins between the hours of 5:00 A.M. and 11:59 A.M. shall be considered to be on first shift. Eight (8) hours of continuous employment exclusive of the meal period shall constitute a full shift for each day of a five/eight hour day work schedule; or ten (10) hours of continuous employment exclusive of the meal period shall constitute a full shift for each day of a four/ten hour day work schedule or seven/ten hour day work

schedule. The pay for such full shift shall be eight (8) or ten (10) times the employee's regular hourly rate of pay as set forth within the appropriate Appendix, whichever is applicable.

5.3.1 **Second Shift** - An employee assigned to work on a shift which begins between the hours of 12:00 P.M. and 8:59 P.M. shall be considered to be on second shift. Eight (8) hours of continuous employment exclusive of the meal period shall constitute a full shift for each day of a five/eight hour day work schedule; or ten (10) hours of continuous employment exclusive of the meal period shall constitute a full shift for each day of a four/ten hour day work schedule or seven/ten hour day work schedule. The pay for such full shift shall be eight (8) or ten (10) times the employee's regular hourly rate of pay as set forth within the appropriate Appendix, whichever is applicable, plus ten percent (10%).

5.3.2 **Third Shift** - An employee assigned to work on a shift which begins between the hours of 9:00 P.M. and 4:59 A.M. shall be considered to be on third shift. Eight (8) hours of continuous employment exclusive of the meal period shall constitute a full shift for each day of a five/eight hour day work schedule; or ten (10) hours of continuous employment exclusive of the meal period shall constitute a full shift for each day of a four/ten hour day work schedule or seven/ten hour day work schedule. The pay for such full shift shall be eight (8) or ten (10) times the employee's regular hourly rate of pay as set forth within the appropriate Appendix, whichever is applicable, plus fifteen percent (15%).

5.4 **Schedules** - The supervisors and foremen may change the scheduled hours and provide special schedules for special operations, such as snow removal, flood control, and sanding operations, and other special schedules such as watchmen or other personnel on special activities.

5.5 **Special Schedules And Shift Changes** - Normally at least eight (8) hours advance notice shall be given the employee prior to the commencement of a special schedule or shift change, except in the case where snow removal, flood control, or sanding operations may be anticipated, in which case an "Alert" status advance warning shall be sufficient.

5.5.1 **ALERT STATUS** - Work performed under Alert Status shall not be subject to premium pay as described in Sections 5.3.1 and 5.3.2.

5.5.2 When Alert Status is called and implemented more than four (4) hours prior to the start of an employee's regular work shift, no less than four (4) hours of work within the employee's Alert Status shift shall be paid for at one-and-one half (1-1/2) times the employee's regular rate of pay. In instance such as those described in Section 6.4.1 where an employee has been called back to work within four (4) hours of his/her regular work shift, he shall be compensated at one and one half (1-1/2) times his/her regular hourly rate of pay for only those hours immediately preceding the start of his/her regular work shift or all those hours worked in excess of eight (8) straight time hours during the Alert Status shift, whichever is the greater.

5.5.3 An employee who is assigned to work an Alert Status shift shall not be eligible to receive overtime pay in excess of that provided for within Section 5.5.2 until such time as he has worked eight (8) hours at the straight time rate of pay during that shift.

5.5.4 Notwithstanding the provision of Section 6.4.1, implementation of Alert Status shall be considered to have taken place when the work hours of the employee's normal work shift have been altered without the required advance notification.

5.5.5 An employee who is assigned to work an Alert Status shift shall be compensated for all hours assigned to the shift inclusive of all breaks. Meal and rest period shall be taken in accordance with the provision of applicable law and regulations.

5.5.6 Work shifts resulting from implementation of Alert Status may be of varying duration but shall be at least eight (8) Hours.

5.6 **Labor Management Committee** - Labor/Management Committees comprised of an equal number of participants from the Unions and the County shall be established to formulate specific rules and procedures to be followed in administering the provisions of this Agreement. These Labor/Management Committees shall meet no later than thirty (30) calendar days following the signature date of this Agreement for purposes set forth herein.

ARTICLE 6 OVERTIME AND PREMIUMS

6.1 **Overtime** - Employees on a five (5) day schedule shall be compensated at the rate of one and one-half (1-1/2) times the employee's regular hourly rate of pay for time worked in excess of eight (8) hours per day or forty (40) hours per week, or on a holiday recognized in this Agreement (in addition to the holiday pay). Employees on a four-ten hour day schedule shall be compensated at the rate of one and one-half (1-1/2) times the employee's regular hourly rate of pay for time worked in excess of ten (10) hours per day or forty (40) hours per week, or on a holiday recognized in this Agreement (in addition to the holiday pay). Effective January 1, 1993, employees on a seven/ten hour day work schedule as provided for within Section 5.1.2, shall be compensated at the rate of one and one-half (1-1/2) times the employee's regular hourly rate of pay for time worked in excess of ten (10) hours per day or seventy (70) hours in any fourteen (14) day period.

6.1.1 Notwithstanding the provisions of Section 6.1, hours worked by an employee on a seven/ten hour day work schedule which involve bonafide training sessions, safety meetings and/or other activities agreed upon between the Union and the County which occur in excess of ten (10) hours per day or seventy (70) hours in any fourteen (14) day period shall be compensated for at the employee's straight time rate of pay up to a maximum of ten hours in any one fourteen (14) day work schedule.

6.1.2 **Scheduled overtime work** -Scheduled overtime work shall be offered to regular full-time employees prior to all other employees except in those instances where regular full-time employees are not readily available.

6.1.3 Employees who are called in to work prior to their next regularly scheduled work shift who just completed working no less than twelve (12) hours overtime without a minimum of at least eight(8) hours break before the start of their next regularly scheduled work shift shall, upon their own request, be relieved of any requirement to work their next regularly scheduled work shift and/or can be directed by the Employer, for safety reasons, to not work their next regularly scheduled workshift. In either such instance, the employee shall receive overtime pay for all such hours worked, but shall receive no pay for the regularly scheduled shift from which he was relieved.

6.2 **Compensatory Time Off** - There shall be no practice of compensatory time off except by written mutual agreement between the employee and the Employer. In accordance with State Law all requests for compensatory time off in lieu of cash payment for overtime must be initiated by the employee. Compensatory time off in lieu of monetary compensation shall be earned at the rate of one and one-half (1-1/2) hours of compensatory time off for each hour of overtime worked.

6.3 **Overtime Authorization** - All overtime shall be authorized in advance by the Department Head or his/her designee in writing, except in emergencies. Saturday and Sunday work shall not be considered overtime when it is a regularly scheduled workday for the individual crew.

6.4 **Callout Premium** - A minimum of four (4) hours at the overtime rate shall be paid for each callout. Where such overtime exceeds four (4) hours, the actual hours worked shall be allowed at the overtime rate.

6.4.1 **Callout**- A "callout" shall be defined as a circumstance where an employee has left the work premises and is subsequently required to report back to work prior to his/her normally scheduled reporting time. An employee who is called out before the commencement of his/her regular work shift shall be compensated in accordance with the provisions of Section 6.4; provided however, in the event he is called back to work within four (4) hours of his/her regular work shift, he shall be compensated at one and one-half (1-1/2) times his/her regular hourly rate of pay for only those hours immediately preceding the start of his/her regular work shift.

6.5 **Emergency Work Premium** - Emergency work at other than the normal scheduled working hours, or special scheduled working hours not enumerated in Articles 5 or 6 shall be credited as such, and shall be compensated as overtime. In the event this overtime work is accomplished prior to the normal working hours and the employee subsequently works his/her regular shift, his/her regular shift shall be compensated at his/her regular hourly rate of pay.

6.6 **Standby Premium** - Employees assigned to Standby status on non-duty days, by written authority of the Division Manager or designee, shall be entitled to four (4) hours pay at the overtime rate for each twenty-four (24) hour period or major portion thereof while on Standby status. Any work performed on non-duty days while on Standby status shall be compensated at the overtime rate for actual time worked. An employee who is required in writing to be readily available to be called into work and/or who is required to wear a "beeper" outside of his/her regular work hours shall be considered to be on Standby status.

ARTICLE 7 HOLIDAYS

7.1 All regular full-time employees except those on a seven-ten hour day work schedule shall be granted the following holidays with pay:

| | |
|------------------------------------|--------------------------------|
| New Year's Day | January 1st |
| Martin Luther King, Jr.'s Birthday | Third Monday in January |
| President's Day | Third Monday in February |
| Memorial Day | Last Monday in May |
| Independence Day | July 4th |
| Labor Day | First Monday in September |
| Veteran's Day | November 11th |
| Thanksgiving Day | Fourth Thursday in November |
| Day After Thanksgiving Day | Day Following Thanksgiving Day |
| Christmas Day | December 25th |

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

7.1.1 **Regular part-time employees** - Regular part-time employees shall be granted each of the holidays with pay as provided for within Sections 7.1 and 7.4 in proportion to the relationship their basic work week bears to forty (40) hours.

7.2 **Holidays on Day Off** - Whenever a holiday occurs during a regular full-time or regular part-time employee's regularly scheduled day off, such employee shall receive compensation for the holiday on the basis of eight (8) hours of the employee's straight-time hourly rate of pay; provided however, a regular full-time or regular part-time employee working a four/ten work schedule shall receive compensation for the holiday on the basis of ten (10) hours of the employee's straight-time hourly rate of pay.

7.2.1 **4/10 Employees** - Employees on a four/ten hour day work schedule shall have two (2) hours compensation deducted from their accrued vacation leave upon being compensated ten (10) hours for each holiday identified within Section 7.1.

7.3 **Overtime** - All employees, except those on a seven ten hour work day, who perform work on a holiday shall be paid for such work at one and one-half (1-1/2) times the employee's regular hourly rate of pay in addition to the regular holiday pay as provided for within Section 7.1.

7.4 **Floating Holidays** - All regular full-time employees, other than those working on a seven/ten hour day work schedule, shall receive two (2) additional personal holidays (16 hours) to be administered through the vacation plan. These two (2) holidays (16 hours) shall be added to accrued vacation in November of each year. These days shall be used in the same manner as any vacation day earned.

7.5 **Holidays falling on a weekend** - For those employees whose regular work schedule is Monday through Friday, holidays falling on a Saturday shall be observed on the preceding Friday and holidays falling on a Sunday shall be observed on the following Monday. For those employees whose regular work schedule requires working on a Saturday and/or a Sunday, holidays falling on these days shall be observed on the actual date of the holiday.

7.6 Holidays paid for but not worked shall be recognized as time worked for the purpose of determining weekly overtime.

7.7 **Seven/ Ten Employees Holidays** - Employees on a seven/ten hour day work schedule shall not be entitled to holidays and holiday pay, but in lieu thereof such employees shall receive New Years Day (January 1st), Thanksgiving Day (4th Thursday in November), and Christmas Day (December 25th) as holidays off work without a reduction in pay.

7.7.1 Employees on a seven/ten hour day work schedule who work on Martin Luther Kings Birthday, Third Monday in January, Presidents day, Third Monday in February, Memorial day, Third Monday in May, Independence day July 4, Labor Day, First Monday in September, Veterans day November 11, and the day after Thanksgiving, will be paid at the rate of time and one-half (1 1/2) for work performed on the actual holiday.

7.8 **Maximum Accrual** - Regular full-time and regular part-time employees shall receive no more than a maximum of ninety-six (96) hours of holiday pay in any one calendar year.

7.9 **Temporary employees** - Temporary employees shall not receive holiday pay.

ARTICLE 8 VACATIONS

8.1 Vacation Leave: Beginning January 1, 1996, full-time regular employees shall accrue vacation leave benefits as described in and further qualified by this section.

**EQUIVALENT
ANNUAL
VACATION
FOR FULL-TIME
EMPLOYEE**

| <u>Vacation Earned Per Hour</u> | <u>Years of Comple ted Service</u> | <u>Working Days Per Year</u> | <u>Hours (HRS.)</u> |
|---|--|--|-------------------------|
| <u>.0460</u> | <u>0-4</u> | <u>12</u> | <u>96</u> |
| <u>.0577</u> | <u>5-7</u> | <u>15</u> | <u>120</u> |
| <u>.0615</u> | <u>8-9</u> | <u>16</u> | <u>128</u> |
| <u>.0769</u> | <u>10-15</u> | <u>20</u> | <u>160</u> |
| <u>.0807</u> | <u>16</u> | <u>21</u> | <u>168</u> |
| <u>.0846</u> | <u>17</u> | <u>22</u> | <u>176</u> |
| <u>.0885</u> | <u>18</u> | <u>23</u> | <u>184</u> |
| <u>.0923</u> | <u>19</u> | <u>24</u> | <u>192</u> |
| <u>.0961</u> | <u>20</u> | <u>25</u> | <u>200</u> |
| <u>.1000</u> | <u>21</u> | <u>26</u> | <u>208</u> |
| <u>.1038</u> | <u>22</u> | <u>27</u> | <u>216</u> |
| <u>.1076</u> | <u>23</u> | <u>28</u> | <u>224</u> |
| <u>.1115</u> | <u>24</u> | <u>29</u> | <u>232</u> |
| <u>.1153</u> | <u>25</u> | <u>30</u> | <u>240</u> |

8.1.1 Notwithstanding the vacation leave schedule set forth in section 8.1, full-time regular employees, who were employed on or before December 31, 1995 and have completed at least three but less than five full years of service shall accrue fifteen days of vacation leave per year. At the end of the fifth full year of service, such employees shall accrue vacation leave as set forth in section 8.1.

8.1.2 **Regular Part-time Employees - Regular** Part-time employees shall accrue vacation leave in accordance with the vacation leave schedule set forth in section 8.1, provided, however, such accrual rates shall be prorated to reflect his/her normally scheduled work week.

8.1.3 **Vacation Accrual** - Vacation accrual shall date from the first of the month following the month in which the employee commenced such continuous service. If such commencement date was the first working day of the month, the year of service for vacation purposes shall date from the first of the month in which the service began.

8.1.4 **Maximum Accrual** - Full-time regular employees may accrue up to sixty (60) days vacation leave. Part-time regular employees and temporary employees who are employed at least half-time and receive vacation and sick leave may accrue vacation leave up to sixty days prorated to reflect their normally scheduled workweek. Such employees shall use vacation leave beyond the maximum accrual amount prior to December 31 of each year. Failure to use vacation leave beyond maximum amount unless the appointing authority has approved a carryover of such vacation leave because of cyclical workloads, work assignments or other reasons as may be in the best interests of the county.

8.2 **Vacation Eligibility** - Employees in regular positions shall not be eligible to take or be paid for vacation leave until they have successfully completed their first six months of county service, and if they leave county employment prior to successfully completing their first six months of county service, shall forfeit and not be paid for accrued vacation leave. Full-time regular employees, and part-time regular employees shall be paid for accrued vacation leave to their date of separation up to the maximum accrual amount if they have successfully completed their first six months of county service and are in good standing; provided that, except with the written approval of the executive, the position, shall not be filled until salary savings for such position are accumulated in an amount sufficient to pay the cost of the cashout. Payment shall be the accrued vacation leave multiplied by the employee's rate of pay in effect upon the date of leaving county employment less mandatory withholdings.

8.3 Employees shall not use or be paid for vacation leave until it has accrued and such use or payment is consistent with the provisions of this section.

8.4 No employee shall work for compensation for the county in any capacity during the time that the employee is on vacation leave.

8.5.1 For employees covered by the overtime requirements of the Fair Labor Standards Act, vacation leave may be used in one-half hour increments, at the discretion of the appointing authority.

8.5.2 In cases of separation from county employment by death of an employee with accrued vacation leave and who has successfully completed his/her first six months of county service, payment of unused vacation leave up to the maximum accrual amount shall be made to the employee's estate, or, in applicable cases, as provided for by state law, RCW Title 11; provided that, except with the written approval of the executive, the position, if vacated, shall not be filled until salary savings for such position are accumulated in an amount sufficient to pay the cost of the cashout credit as of the date of the request. No donation of vacation hours shall be permitted where it would cause the employee receiving the transfer to exceed his or her maximum vacation accrual.

8.6. **Donation of Vacation leave hours.**

8.6.1. Any full-time regular employee or part-time regular employee, who is employed at least half-time and receives vacation and sick leave may donate a portion of his or her accrued vacation leave to a full-time regular employee or part-time regular employee who is employed at least half-time and receives vacation and sick leave. Such donation will occur upon written request to and approval of the donating and receiving employees' department director(s), except that requests for vacation donation made for the purposes of supplementing the sick leave benefits of the receiving employee shall not be denied unless approval would result in a departmental hardship for the receiving department.

8.6.2. The number of hours donated shall not exceed the donor's accrued vacation credit as of the date of the request. No donation of vacation hours shall be permitted where it would cause the employee receiving the transfer to exceed his or her maximum vacation accrual.

8.6.3 Donated vacation leave hours must be used within ninety calendar days following the date of donation. Donated hours not used within ninety days or due to the death of the receiving employee shall revert to the donor. Donated vacation leave hours shall be excluded from vacation leave payoff provisions contained in this chapter. For purposes of this section, the first hours used by an employee shall be accrued vacation leave hours.

8.7 **Temporary Employees** - Temporary employees shall not accrue vacation leave.

8.8 **Vacation Scheduling** - The Department Director shall be responsible for scheduling the vacation of employees in such a manner as to achieve the most efficient functioning of the department. No employee shall be permitted to work for compensation for the County in any capacity during the time of paid vacation from the County service.

8.9 **Notification While on Paid Vacation or Compensatory Time Off** - If an employee is injured or is taken ill while on paid vacation or compensatory time off, in order to receive sick leave for that time, he shall notify the Department on the first day of disability, either by telephone or fax, or by letter postmarked the first day of the disability; however, if it is physically impossible to give the required notice on the first day, notice shall be sent as soon as possible and shall be accompanied by an acceptable showing of reasons for the delay. A doctors statement or other acceptable proof of illness or disability, while on vacation or compensatory time off, must be presented regardless of the number of days involved.

ARTICLE 9 SICK LEAVE

9.1 **Sick Leave** - Full-time regular employees and regular part-time regular employees who are employed at least half-time shall accrue sick leave benefits at the rate of 0.046 hours for each hour in pay status exclusive of overtime up to a maximum of eight hours per month; except that sick leave shall not begin to accrue until the first of the month following the month in which the employee commenced employment. The employee is not entitled to sick leave if not previously earned. Employees on a seven ten schedule as of 1-1-96 will continue to accrue sick leave benefits at the 1995 rate.

9.1.1 **Vacation as an extension of Sick Leave** - During the first six (6) months of service, employees eligible to accrue vacation leave may, at the appointing authority's discretion, use any accrued days of vacation leave as an extension of sick leave. If an employee does not work a full six months, any vacation leave used for sick leave must be reimbursed to the county upon termination.

9.1.2 Sick leave may be used in one-half (1/2) hour increments, at the discretion of the appointing authority.

9.1.3 There shall be no limit to the hours of sick leave benefits accrued by an eligible employee.

9.1.4 **Administration of Sick Leave** - Department management is responsible for the proper administration of the sick leave benefit. Verification of illness from a licensed physician may be required for any requested sick leave absence.

9.1.5 **Restoration following termination** - Separation from or termination of county employment except by reason of retirement or layoff due to lack of work, funds or efficiency reasons, shall cancel all sick leave accrued to the employee as of the date of separation or termination. Should the employee resign in good standing or be laid off and return to county employment within two years, accrued sick leave shall be restored.

9.1.6 **Pay upon Termination** - Except employees covered by paragraph 9.1.7 of this section, employees eligible to accrue sick leave and who have successfully completed at least five years of county service and who retire as a result of length of service or who terminate by reason of death shall be paid, or their estates paid or as provided for by RCW Title 11, as applicable, an amount equal to thirty-five percent (35%) of their unused, accumulated sick leave multiplied by the employee's rate of pay in effect upon the date of leaving county employment less mandatory withholdings; provided

however, at the employees option the employee may have such accrued but unused sick leave placed in a fund called the "King County Employee Medical Fund" and thereupon participate and receive the same medical coverage as active regular full time employees at the same rates budgeted for medical insurance coverage for regular fulltime employees. When the employee's medical fund is exhausted, the employee shall have the option of self-pay under the same condition as described above, until such retiree is eligible for Medicare. This provision is predicated on the requirements that, except with the written approval of the executive, the position, shall not be filled until salary savings for such position are accumulated in an amount sufficient to pay the cost of the cashout.

9.1.7 **LEOFF employees** -Uniformed employees covered under the LEOFF Retirement System-Plan I shall apply for disability retirement under the provisions of RCW 41.26.120.

9.2 **Accrued sick leave may be used for the following reasons:**

1. The employee's bona fide illness; provided, that an employee who suffers an occupational illness may not simultaneously collect sick leave and worker's compensation payments in a total amount greater than the net regular pay of the employee;
2. The employee's incapacitating injury, provided that:
 - a. An employee injured on the job may not simultaneously collect sick leave and worker's compensation payments in a total amount greater than the net regular pay of the employee;
 - b. An employee may not collect sick leave for physical incapacity due to any injury or occupational illness which is directly traceable to employment other than with the county.
3. Exposure to contagious diseases and resulting quarantine.
4. A female employee's temporary disability caused by or contributed to by pregnancy and childbirth.
5. The employee's medical or dental appointments, provided that the employee's appointing authority has approved the use of sick leave for such appointments.
6. To care for the employee's child or the child of an employee's domestic partner if the following conditions are met:
 - a. The child is under the age of eighteen;
 - b. The employee is the natural parent, stepparent, adoptive parent, legal guardian or other person having legal custody and control of the child;
 - c. The employee's child or the child of an employee's domestic partner has a health condition requiring the employee's personal supervision during the hours of his/her absence from work;
 - d. The employee actually attends to the child during the absence from work.
7. Employees shall be entitled to use sick leave in the maximum amount of three days for each instance where such employee is required to care for immediate family members who are seriously ill. There shall be no limit on the use of sick leave to care for children under paragraph 9.2.6 of this section.
8. Up to one day of sick leave may be used by a male employee for the purpose of being present at the birth of his child.

9.3 An employee who has exhausted all of his/her sick leave may use accrued vacation leave as sick leave before going on leave of absence without pay, if approved by his/her appointing authority.

9.4. **Donation of sick leave hours** Any full-time regular employee, part-time regular employee and temporary employee who is employed at least half-time and receives vacation and sick leave may donate a portion of his or her accrued sick leave to a full-time regular employee, part-time regular employee or temporary employee who is employed at least half-time and receives vacation and sick leave, upon written notice to the donating and receiving employees' department director(s).

9.4.1 No donation shall be permitted unless the donating employee's sick leave accrual balance immediately subsequent to the donation is one hundred hours or more. No employee may donate more than twenty-five hours of his or her accrued sick leave in a calendar year.

9.4.2 Donated sick leave hours must be used within ninety calendar days. Donated hours not used within ninety days or due to the death of the receiving employee shall revert to the donor. Donated sick leave hours shall be excluded from the sick leave payoff provisions contained in this chapter, and sick leave restoration provisions contained in this chapter. For purposes of this section, the first hours used by an employee shall be accrued sick leave hours.

9.4.3 All donations of vacation and sick leave made under this article are strictly voluntary. Employees are prohibited from soliciting, offering or receiving monetary or any other compensation or benefits in exchange for donating vacation or sick leave hours.

9.5 **Temporary employees** - Temporary employees shall not accrue sick leave.

9.6 **Bereavement Leave and Family Care** - A regular full-time employee shall be entitled to three (3) eight (8) hour working days of bereavement leave a year due to death of a member of their "immediate family".

9.6.1 A regular full-time employee who has exhausted their bereavement leave shall be entitled to use sick leave in the amount of three (3) eight (8) hour days for each instance when death occurs to a member of the employee's "immediate family". Three (3) eight (8) hour sick leave days of absence from the job may be granted to an employee who is required to care for a member of their immediate family who is seriously ill. In cases of family care where no sick leave benefit exists, the employee may be granted leave without pay. 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.

9.6.2 **Regular Part-time** - Regular part-time employees shall receive bereavement leave and family leave care benefits as provided for within Sections 9.6 and 9.6.1 in proportion to the relationship their basic workweek bears to forty (40) hours.

9.7 Sick leave shall not be used in lieu of vacation, but vacation or compensatory time off may be used in lieu of sick leave after accrued sick leave has been exhausted.

9.8 No County employee shall be entitled to sick leave while absent from duty due to the following causes:

- Disability arising from any sickness or injury purposely inflicted or caused by willful misconduct.
- Sickness or disability sustained while on leave of absence without pay.
- Inability to properly perform required duties because of intemperance or intoxication (not to be construed as alcoholism).

9.9 **Immediate Family** - For purposes of this Article, a member of the "immediate family" shall be construed to mean a person related by blood or marriage or legal adoption as follows: grandmother, grandfather, mother, mother-in-law, father, father-in-law, wife, husband, daughter, son, sister or brother of the employee, or any relative continually living in the employee's household. Other distant

relatives or domestic partner who have resided in the home for at least one (1) year shall also be construed as being members of the "immediate family."

9.10 **Alcoholism Treatment** - Employees who must use sick leave as a result of alcoholism must produce proof of seeking and receiving treatment for alcoholism in a recognized and approved alcoholic treatment center. The County reserves the right to specify the alcoholic treatment center.

9.11 When a regular full-time employee becomes deceased their spouse shall be entitled to exhaust the deceased King County Employee Medical Fund and shall thereafter have the option of purchasing such coverage at the same rate for a period of eighteen (18) months. (see 9.1.6)

ARTICLE 10 SENIORITY

10.1 Employees shall be afforded the right to utilize their seniority as hereinafter defined for the purposes specifically provided for within this Agreement.

10.2 An employee shall be recognized as having attained seniority status when such employee shall have completed a probation period of six (6) consecutive months in a classification covered by this Agreement. Upon completion of the employee's probation period he shall be assigned a classification seniority date which shall be the date when he first commenced their six (6) month probation for that classification.

10.2.1 In the event an employee is laid off during their six (6) month probation period and is subsequently recalled to perform bargaining unit work within ninety (90) calendar days from the employee's date of layoff; he shall then be credited with all days previously worked for purposes of satisfying their six (6) month probation status and establishing their resultant classification seniority date.

10.2.2 Employees shall continue to accrue seniority during an absence caused by industrial disability. An employee who is unable to work because of a non-work related injury or illness shall not accumulate seniority during such absence of thirty (30) calendar days or longer after that absence exceeds their service credits relative to sick leave and vacation benefits.

10.2.3 Employees on an approved leave of absence of thirty (30) calendar days or longer without pay shall not accumulate seniority credits during such absence.

10.2.4 When an employee is, or has been promoted or transferred from the bargaining unit to another job so as to be excluded from coverage by this Agreement, such employee may be returned to the

unit by the County and he shall resume their seniority which he had as of the date of promotion or transfer; provided however, in the event any such employee remains outside of the bargaining unit for a period exceeding twelve (12) months, he shall not have their Bargaining Unit Seniority restored upon their return to the bargaining unit.

10.3 Seniority shall be defined as follows:

- "Classification Seniority" shall be defined as an employee's total length of service within a given classification covered by this Agreement.

- "Divisional Seniority" shall be defined as an employee's total length of service within a Division of a Department covered by this Agreement. "Division" shall be defined as the Facilities Division, Capital Improvement Division and the Airport Division (in the Department of Construction and Facilities Management Department); and the Parks and Maintenance Division (in the the Department of Parks and Cultural Resources Department); and, the Fleet Division and Roads Division (in the Department of Transportation), the County Division (in the Seattle/King County Department of Public Health), the Solid Waste Division and the Surface Water Division (in the Natural Resources Department) The Goods And Non Professional Consultant Services Procurement Division (in the Department Of Finance). The Records and Elections Division (in the Department of Information and Administrative Services).

- "Departmental Seniority" shall be defined as an employee's total length of service within a Department. " the Department of Transportation, the Department of Natural Resources, the Department Of Finance, the Department of Construction and Facilities Management, the Department of Information and Administrative Services, the Department of Parks and Cultural Resources, and the Seattle/King County Department of Public Health.

- "Bargaining Unit Seniority" shall be defined as an employee's total length of service within a classification(s) covered by this Agreement.

- "County Seniority" shall be defined as an employee's total length of service with the County in a career service position.

10.4 Seniority rights shall be forfeited for either of the following causes:

- Discharge for just cause.

- Resignation; provided however, in the event an employee who has completed their six (6) month probation period is rehired to a classification covered by this Agreement within twelve (12) months from the date of their termination or resignation, that employee shall then be credited with all their seniority credits previously existing on their last day worked.

10.5 Reduction in Work Force Procedure - In the event of a reduction-in-force, the County shall layoff the employee in the classification affected who has the least Classification Seniority within their Division. Prior to any layoff, all temporary and probationary employees in the classification within the affected Division of the Department shall be laid off first.

10.5.1 Where two (2) or more employees have the same Classification Seniority, the employee amongst them who has the most Divisional Seniority shall be considered to be the more senior.

10.5.2 Where two (2) or more employees have the same Classification Seniority and the same Divisional Seniority, the employee amongst them who has the most Departmental Seniority shall be considered to be the more senior.

10.5.3 Where two (2) or more employees have the same Classification Seniority and the same Divisional Seniority and the same Departmental Seniority, the employee amongst them who has the most Bargaining Unit Seniority shall be considered to be the most senior.

10.5.4 Where two (2) or more employees have the same Classification Seniority and the same Divisional Seniority and the same Departmental Seniority and the same Bargaining Unit Seniority, the employee amongst them with the most County Seniority shall be considered to be the more senior.

10.6 **Bumping Rights** - An employee who becomes displaced due to a reduction-in-force, shall be permitted to use their classification seniority to displace or "bump out" the least senior employee occupying the same classification or he shall be permitted to use their bargaining unit seniority to displace or "bump out" the least senior employee occupying a classification within which the bumping employee had previously attained seniority status; provided however, employees in the Parks Division, who were in a classification covered by this Agreement prior to January 1, 1992, shall be grandfathered into their classification and shall not be subjected to or able to exercise the bumping rights provided for within this Section.

10.6.1 An employee who becomes displaced due to another employee's exercise of Section 10.6, shall also be afforded the right to displace or "bump out" the least senior employee in a similar manner.

10.7 **Recall from Layoff** - Employees displaced due to a reduction-in-force shall be recalled in the inverse order of layoff; namely, those laid off last shall be recalled first subject to their ability to perform the work for which they were recalled.

10.8 **Seniority Lists** - Seniority lists established in accordance with the provisions of this Article, shall be mailed by the County to each Union party to this Agreement and shall be posted in the applicable work areas twice each year.

ARTICLE 11. MEDICAL, DENTAL AND LIFE PLAN

11.1 The County shall maintain the current level of benefits under its medical, dental, vision and life insurance programs during the life of this Agreement except as may be otherwise provided for in Sections 11.3.

11.2 A newly hired regular employee shall be eligible for receipt of all benefits under the County's medical, vision and life insurance programs on the first day of the month following completion of three (3) months of continuous employment. A newly hired regular employee shall be eligible for receipt of all benefits under the County's dental insurance program on the first day of the month following completion of three (3) months of continuous employment.

11.2.1 Notwithstanding any provision to the contrary as may be contained within Section 11.2, an individual who is hired as a regular employee who was employed by the County as a temporary employee within the six (6) month period immediately preceding their date as a regular employee, shall be given credit for all time served as a temporary employee within the County in determining eligibility for receipt of the insurance benefits identified within Section 11.2.

11.3 There shall be established a Joint Labor 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. The Employer and the Union shall implement any changes in employee insurance benefits which result from any agreement of the Joint Labor Management Insurance Committee.

11.4 The County shall continue to provide medical insurance coverage at no cost for active employees and their dependents for those months they are unable to work due to an on-the-job injury or on-the-job illness and are receiving no sick leave or vacation benefits. The total number of months of medical insurance coverage provided for under this Section shall not exceed twelve (12) months or the number of months for which the employee continues to receive paid sick leave and/or paid vacation leave benefits, whichever is the greater.

ARTICLE 12 MISCELLANEOUS

12.1 **Election to Union Office** - An employee elected or appointed to office in a Union party to this Agreement which requires a part or all of their time shall be given leave of absence up to one (1) year without pay upon application.

12.2 **Mileage Reimbursement** - All employees who have been authorized to use their own transportation on County business shall be reimbursed at the rate established by County Ordinance.

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

12.4 **Rain Gear** - The County shall provide rain gear for all employees working in inclement weather as needed.

12.5 **King County Labor-Management Task Force** - The County and the Unions party to this Agreement recognize the importance of a collective bargaining and employee relations climate in County government that encourages cooperative efforts and joint problem-solving amongst all involved parties to better serve the public, increase productivity, reduce waste, improve safety, improve morale, and recruit, train and retain quality employees. In the interest of meeting these challenges, the County and the Unions agree to establish a Task Force comprised of an equal number of labor and management representatives for the purpose of examining County service delivery and department operations to ensure a high quality of customer service with maximum efficiency, productivity, and costs savings.

12.5.1 The Task Force shall be charged with identifying changes to County service delivery and/or department operations that will result in increases in efficiency, productivity, and/or cost savings that are agreed upon by all affected Unions and County Departments. The County and the Union shall meet no later than 2/5/96 to agree to a formal program of apprenticeship and employee training. This program shall include training on County equipment. Such programs shall become effective no later than 7/1/96.

12.5.2 Fifty percent (50%) of any actual dollar cost savings delivered in the first year from changes made in service delivery and/or department operations, resulting from the work done by the Task Force, shall be placed in a training and/or employee transition fund. Such monies may be used, by way of example, to provide further education and training to County employees to promote the necessary skills for a more competitive workplace of the future. Cost savings generated by innovative

changes implemented by County departments that do not come from the Task Force's work shall not be subject to the fifty percent (50%) sharing arrangement hereinbefore described.

12.5.3 The Task Force shall also be charged with developing a structure for employee productivity committees, which shall address Union concerns about who is authorized to negotiate on behalf of represented employees and the appropriate forum for same and shall address the County's need to allow employees to freely and openly brainstorm and problem-solve ways to improve their effectiveness and efficiency on the job.

12.5.4 Amongst those concerns to be addressed by the King County Labor-Management Task Force shall be the use of compensable time off , apprenticeship programs and the use of temporary employees.

12.6 Bi-weekly Payroll - If During the life of this Agreement, but in no event earlier than the beginning of the first pay period in May of 1996, the Metropolitan King County Council adopts a bi-weekly payroll plan, the parties to agree to adopt the plan.

ARTICLE 13 MANAGEMENT RIGHTS

13.1 The Union recognizes the prerogatives of the County to operate and manage its affairs in all respects in accordance with its responsibilities and powers of authority.

13.2 The County shall have the right to schedule overtime work as required and consistent with requirements of public employment.

13.3 Every incidental duty connected with operations enumerated in job descriptions is not always specifically described.

13.4 The County reserves the right to discipline and discharge for just cause.

13.5 The County reserves the right to layoff personnel for lack of work or funds; or for the occurrence of conditions beyond the control of the County; or when such continuation of work would be wasteful and unproductive.

13.6 The County shall have the right to determine reasonable schedules of work and to establish the methods and processes by which such work is performed.

13.7 No policies or procedures covered in this Agreement shall be construed as delegating to others or as reducing or abridging the following management responsibilities:

- The responsibility of the Office of Human Resource Management for determining classification, status and tenure of employees, establishing rules, initiating promotion and disciplinary actions and certifying payrolls.

- The responsibility of Department Heads governed by Charter provisions, Ordinances, and Administrative Guidelines for Career Service Employees which include, but are not limited to the following:

- To suspend, demote, discharge, or take other disciplinary action against employees for just cause;

- To relieve employees from duties because of lack of work, lack of funds, or for disciplinary reasons;
- To determine methods, means, and employees necessary for departmental operations;
- To control the departmental budget; and
- To take whatever actions are necessary in emergencies in order to assure the proper functioning of the department.

13.8 Nothing in this Agreement shall be construed to delete, add, or restrict any provision of the King County Charter. Any provision or part thereto of this Agreement shall be void if found to be in conflict with the King County Charter.

13.9 The County shall not aid, promote, or finance any labor group or organization purporting to engage in collective bargaining or make any agreement with any such group or organization which would violate any rights of the Union under this Agreement.

ARTICLE 14 GRIEVANCE PROCEDURE

14.1 The County and the Union recognize the importance and desirability of settling grievances promptly and fairly in the interest of continued good employee relations and morale. In furtherance of this objective, the County and the Union shall extend every effort to settle grievances at the lowest possible level of supervision.

14.2 Employees shall be unimpeded and free from restraint, interference, coercion, discrimination or reprisal in seeking adjudication of their grievances.

14.3 A grievance shall be defined as an issue relating to the interpretation and application of rights, benefits, or conditions of employment as contained in this Agreement.

14.4 The Union shall not be required to press employee grievances if in the Union's opinion, such lack merit. With respect to the processing, disposition and/or settlement of any grievance, including hearings and final decision of any Arbitrator, the Union shall be the exclusive representative of the employee.

14.5 Employees, whether Union members or not, shall have no independent unilateral privilege or right to invoke the grievance procedure.

14.6 The disposition and/or settlement of any grievance or other matter in dispute as determined by and between the Union and the County shall be final and binding upon all parties to the dispute.

14.7 **STEP 1** - A grievance shall be verbally presented by the aggrieved employee or the Union within ten (10) calendar days of the occurrence of such grievance to the employee's immediate Supervisor. The immediate Supervisor shall gain all relevant facts, discuss the same with the Division Manager, and attempt to adjust the matter and notify the employee within seven (7) calendar days after receipt of the grievance.

14.8 **STEP 2** - If the grievance has not been satisfactorily resolved, the employee and the Union representative shall reduce the grievance to writing, outlining the facts as they are understood, the Section of the Agreement allegedly violated and the remedy sought. The written grievance shall then be presented to the Department Director for investigation, discussion and written reply. The

Department Director shall make a written decision available to the aggrieved employee and the Union within fifteen (15) calendar days.

14.9 **STEP 3** - If the decision of the Department Director has not resolved the grievance to the satisfaction of the Union, the grievance shall be presented to a joint committee of equal representation from the Union and the County with a maximum of two (2) for each side. This committee shall attempt to resolve the grievance within fifteen (15) calendar days.

14.10 **STEP 4** - Should this committee be unable to resolve the grievance, either the County or the Union may request arbitration specifying the exact question which it wishes to be arbitrated, the Section of the Agreement violated and the remedy sought provided such request has been initiated within ninety (90) calendar days from the date the grievance was brought to the attention of the employee's immediate Supervisor provided for in Step 1. The committee shall then select a third disinterested party to serve as an arbitrator. In the event that the parties are unable to agree upon a third party to serve as an arbitrator, then the arbitrator shall be selected from a panel of seven (7) names furnished by the American Arbitration Association. The arbitrator shall be selected from the list by both the County representative and the Union representative each alternately striking a name from the list until only one name remains. The remaining name shall serve as the arbitrator. The arbitrator, under voluntary labor arbitration rules of the American Arbitration Association, shall be asked to render a decision promptly and the decision of the arbitrator shall be final and binding upon all parties to the dispute.

14.11 The arbitrator shall have no power to add to, subtract from, disregard, modify or otherwise alter any terms of this Agreement, or to negotiate new agreements, but shall have the power only to apply and interpret the provisions of this Agreement in reaching a decision.

14.12 The arbitrator's fee and expenses shall be borne equally by the County and the Union. The court reporter's fee and expenses, if mutually agreed upon in advance, shall be borne equally by the County and the Union. Each party shall bear the cost of any witnesses appearing on its own behalf.

ARTICLE 15 WORK STOPPAGES AND EMPLOYER PROTECTION

15.1 The County, the Council, and the Unions agree that the public interest requires efficient and uninterrupted performance of all County services and to this end pledge their best efforts to avoid or eliminate any conduct contrary to this objective. Specifically, the Unions shall not cause or condone any work stoppage, including any strike, slowdown, or refusal to perform any customarily assigned duties, sick leave absence which is not bona fide, or other interference with County functions by employees under this Agreement and should same occur, the involved Union shall take appropriate steps to end such interference. Any concerted action by any employee in any bargaining unit shall be deemed a work stoppage if any of the afore-referenced activities have occurred contrary to the provisions of this Agreement. Being absent without authorized leave shall be considered as an automatic resignation. Such a resignation may be rescinded by the department head if the employee presents satisfactory reasons for their absence within three (3) calendar days of the date his automatic resignation became effective.

15.2 Upon notification in writing by the County to the Council and the Union that any of its members are engaged in a work stoppage, the Council and the Union shall immediately, in writing, order such members to immediately cease engaging such work stoppage and provide the County with a copy of such order. In addition, if requested by the County, a responsible official of the Union shall publicly order such Union members to cease engaging in such work stoppage.

15.3 Any employee participating in such work stoppage or in other ways committing an act prohibited in this Article shall be subject to disciplinary action in accordance with the County's work rules up to and including discharge, suspension, or other disciplinary action as may be deemed applicable to such employee.

ARTICLE 16 WAIVER CLAUSE

16.1 The parties acknowledge that each has had the unlimited right within the law and the opportunity to make demands and proposals with respect to any matter deemed a proper subject for collective bargaining. The results of the exercise of that right and opportunity are set forth within this Agreement. Therefore, the County and the Unions for the duration of this Agreement, each agree to waive the right to oblige the other party to bargain with respect to any subject or matter not specifically referred to or covered in this Agreement.

16.2 All letters, agreements and understandings in effect prior to the effective date of this Agreement are deemed null and void as of the effective date of this Agreement.

ARTICLE 17 SAVINGS CLAUSE

17.1 Should any part hereof or any provisions herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by any decree of a court of competent jurisdiction, such invalidation of such part or portions of this Agreement shall not invalidate the remaining portions hereof; provided however, upon such invalidation the parties shall meet and negotiate such parts or provisions affected. The remaining parts or provisions shall remain in full force and effect.

ARTICLE 18 DURATION

18.1 **Duration:** - This Agreement and each of its provisions shall become effective January 01, 1996 and shall continue in full force and effect through December 31, 1998.

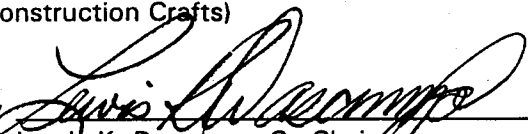
18.2 **General Leave Plan:** - During the life of this Agreement the County and the Joint Crafts Council may, upon mutual agreement, open Articles 8 and 9 for purposes of negotiating a General Leave Plan.

18.3 **Consolidation:** The parties agree that they will negotiate any and all affects of the Metro/King County Consolidation that concerns a mandatory subject of bargaining. The parties agree to make a good faith effort to resolve any and all disputes arising from the consolidation.

18.4 **Classification/Compensation Study:** . The parties agree that they will negotiate any aspect of the implementation of the project that concerns a mandatory subject of bargaining.

JOINT CRAFTS COUNCIL
(Construction Crafts)

COUNTY OF KING, WASHINGTON

By 
Lewis K. Dascenzo, Co-Chairman

By 
Gary Locke, King County Executive

Date 3/27/96

Date 4-16-96

CBA/jcc/constuct/final96

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 Ronald C. Forest
District Council of Carpenters of Seattle, King County and Vicinity

By Michael Andrew Larry Fineman
International Association of Machinist & Aerospace Workers District No. 160, Hope Lodge No. 289

By _____
International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers Lodge No. 104

By G. Minus
International Brotherhood of Electrical Workers Local No. 46

By John A. Williams
International Brotherhood of Teamsters Local No. 117

By Garry B Johnson
International Union of Operating Engineers Local No. 302

By Frank A. Keeble
Painters District Council No. 5

By [Signature] 3-18-96
United Association of Plumbers & Pipefitters Local No. 32

By Dave Munn
H.E.R.E. Local No. 8

By Jan [Signature]
International Union of Stationary Engineers Local No. 286

By John [Signature]
Public Service and Industrial Employees Local No. 1239

APPENDIX "A"

DISTRICT COUNCIL OF CARPENTERS OF SEATTLE, KING COUNTY AND VICINITY

This APPENDIX is supplemental to the 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 District Council of Carpenters of Seattle, King County and Vicinity, hereinafter referred to as the Union, for that period from January 01, 1996 through December 31, 1998. This APPENDIX shall apply to those classifications as identified and set forth herein

A. 1. Effective with the beginning of the first full pay period following January 01, 1996

| | <u>CODE</u> | <u>CLASSIFICATION</u> | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> |
|------|-------------|-----------------------|---------------|---------------|---------------|---------------|
| (46) | 6101 | Carpenter I | \$15.41 | \$16.17 | \$17.80 | \$19.60 |
| (49) | 6103 | Carpenter II | 16.94 | 17.79 | 19.56 | 21.52 |

A.2 Tool Allowance - The County shall provide each employee at the County's airport facility who is required to provide tools as a condition of their employment, a tool allowance of two hundred fifty dollars (\$250.00).

A.3 Effective the start of the pay period following adoption of the agreement by the King County Council in lieu of the provisions of Section 4.2 and 4.4 an employee hired as a temporary employee in a classification covered by this Appendix shall be compensated at the rate of pay identified at Step 3, of the classification within which he is being employed plus, the full hourly contribution rate shall be paid by the County into the Carpenters medical portion of the Health and Welfare Trust on behalf of such employee for each hour such employee is compensated. This shall be recognized to be in lieu of holiday pay, vacation leave, sick leave, bereavement leave and all other medical, dental, long term disability and life insurance benefits otherwise provided by this Agreement.

A.4. The work units for employee covered by this appendix are as follows: AIRPORT, DCFM MAINTENANCE, DCFM CONSTRUCTION, DCFM CABINET, PARKS, ROADS .

APPENDIX "B"**INTERNATIONAL ASSOCIATION OF MACHINISTS & AEROSPACE WORKERS DISTRICT NO. 160,
HOPE LODGE NO. 289**

This APPENDIX is supplemental to the 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 Machinist & Aerospace Workers, Hope Lodge No. 289, hereinafter referred to as the Union, for that period from January 1, 1996 through December 31, 1998. This APPENDIX shall apply to those classifications as identified and set forth herein.

B.1. Effective with the beginning of the first full pay period following January 01, 1996

| | <u>CODE</u> | <u>CLASSIFICATION</u> | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> | <u>STEP 5</u> |
|------|-------------|--------------------------------|---------------|---------------|---------------|---------------|---------------|
| (47) | 6127 | Machinist | \$16.94 | \$17.77 | \$18.64 | \$19.56 | \$20.53 |
| (47) | 6132 | Heavy Duty Machinist | \$16.94 | \$17.77 | \$18.64 | \$19.56 | \$20.53 |
| (47) | 6133 | Auto Machinist I | \$16.94 | \$17.77 | \$18.64 | \$19.56 | \$20.53 |
| (47) | 6137 | Auto Body Repair Specialist | \$16.94 | \$17.77 | \$18.64 | \$19.56 | \$20.53 |
| (49) | 6135 | Auto Machinist II | \$17.77 | 18.64 | 19.56 | 20.53 | 21.54 |
| (44) | 6135 | Automotive Center Mach. | \$17.35 | 17.77 | 18.20 | 18.64 | 19.10 |
| (47) | 6136 | Auto. Center Mach. Lead | \$18.64 | 19.10 | 19.56 | 20.04 | 20.53 |

B.1 **Tool Allowance** - Effective, January 01, 1996, the County shall provide each employee who is required to provide tools as a condition of their employment, an annual tool allowance for repair and replacement of tools of one hundred dollars (\$100.00) per year.

B.2 The Union and the County shall meet and confer on repair of employee-owned power tools.

B.3 Employees within a Division of a Department shall be afforded the right to fill open positions in their division on a first right of refusal basis by seniority amongst those working within the Division, provided they are capable of performing the duties of the open position.

B.4 The Union and the County shall meet and confer on matters relating to a four/ten hour day work schedule.

B.5 Effective, January 01, 1996, the Auto Machinist I at the Airport will be paid at the Auto Machinist II rate.

APPENDIX "C"

INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS LODGE NO. 104.

This APPENDIX is supplemental to the 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 Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers Lodge No. 104, hereinafter referred to as the Union, for that period from January 01, 1996 through December 31, 1998. This APPENDIX shall apply to those classifications as identified and set forth herein.

| <u>CODE</u> | <u>CLASSIFICATION</u> | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> |
|-------------|-----------------------|---------------|---------------|---------------|---------------|
| 6125 | Welder I | \$16.25 | \$17.05 | \$18.75 | \$21.39 |
| | Welder II | \$17.05 | \$17.89 | \$19.69 | \$22.46 |

C.1 It is understood and agreed by and between the County and the Union that an adequate supply of competent, skilled craftsmen are available at all times, an Apprenticeship Program may be established by mutual consent of the County and the Union. The Apprenticeship Program shall not conflict with Federal and/or State Apprentiship Laws, and shall provide the following:

-The Seattle Boilermakers Labor/Management Joint Apprenticeship Training Committee (JATC) shall administer an apprenticeship program.

-The JATC shall accept two (@) additional members from the County shops comprised of one selected by the County and one selected by the Union. These two (2) members shall function as a subcommittee to the JATC.

-The sub-committee shall work with the JATC and provide information regarding County rules, regulations, and work progress guidelines. The subcommittee shall also provide input and advice regarding the needs of the County shop apprenticeship program and shall make regular reports to the JATC.

-Apprentices shall be covered by all of the terms and conditions of this agreement, except wages, which shall be paid as set forth below:

| <u>0000-1040 Hours</u> | <u>1041-2080 Hours</u> | <u>2081-4060 Hours</u> |
|------------------------|------------------------|------------------------|
| 85% of step 1 | 90% of step 1 | 95% of step 1 |
| 13.81 | 14.62 | 15.44 |

-Upon the successful completion of four thousand sixty (4060) hours of work in the Apprentiship Program, the apprentice shall be eligible for openings in a journeyperson position in accordance with the County Personnel Guidelines.

-Upon attaining journeyperson status, the employee shall be subject to wage provisions of this agreement.

C.2 Effective Effective the start of the pay period following adoption of the agreement by the King County Council , in lieu of the provisions of Section 4.4.;, an employee hired as a temporary employee in a classification covered by this Appendix shall be compensated at the rate of pay identified in Section 4.2 plus, the full hourly contribution rate shall be paid by the County into the Boilermakers medical portion of the Health and Welfare Trust on behalf of such employee for each hour such

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employee is compensated. This shall be recognized to be in lieu of holiday pay, vacation leave, sick leave, bereavement leave and all other medical, dental, long term disability and life insurance benefits otherwise provided by this Agreement.

APPENDIX "D"**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 46**

This APPENDIX is supplemental to the 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 Electrical Workers, Local No. 46, hereinafter referred to as the Union, for that period from January 01, 1996 through December 31, 1998. This APPENDIX shall apply to those classifications as identified and set forth herein.

| <u>CODE</u> | <u>CLASSIFICATION</u> | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> |
|-------------|------------------------|---------------|---------------|---------------|---------------|
| 6121 | Electrician I | \$20.50 | \$23.39 | | |
| 6123 | Electrician II | 22.35 | 25.52 | | |
| 6147 | Electrician Technician | 16.74 | 17.57 | 19.23 | 21.26 |
| 6122 | Electrician Helper | 12.25 | 12.86 | 14.10 | 15.43 |

D.2 Effective Effective the start of the pay period following adoption of the agreement by the King County Council, in lieu of the provisions of Section 4.4,, an employee hired as a temporary employee in a classification covered by this Appendix shall be compensated at the rate of pay identified in Section 4.2 for the classification within which he is being employed plus, the full hourly contribution rate shall be paid by the County into the Electrical Workers medical portion of the Health and Welfare Trust on behalf of such employee for each hour such employee is compensated. This shall be recognized to be in lieu of holiday pay, vacation leave, sick leave, bereavement leave and all other medical, dental, long term disability and life insurance benefits otherwise provided by this Agreement.

APPENDIX "E"**INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL NO. 117**

This APPENDIX is supplemental to the 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 Local No. 117, hereinafter referred to as the Union, for that period from January 01, 1996 through December 31, 1998. This APPENDIX shall apply to those classifications as identified and set forth herein.

E.1 Effective January 01, 1996, the classifications of work and corresponding hourly rates of pay for each classification covered by this Appendix shall be as follows:

| | <u>CODE</u> | <u>CLASSIFICATION</u> | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> | <u>STEP 5</u> |
|------|-------------|----------------------------|---------------|---------------|---------------|---------------|---------------|
| (38) | 6001 | Utility Worker | \$13.66 | \$14.32 | \$15.02 | \$15.76 | \$16.53 |
| (48) | 6005 | Utility Worker Lead | 17.35 | 18.20 | 19.10 | 20.04 | 21.03 |
| (39) | 6007 | Airport Maintenance Worker | 13.99 | 14.67 | 15.39 | 16.14 | 16.94 |
| (45) | 6021 | Garage Service (Outside) | 16.14 | 16.94 | 17.77 | 18.64 | 19.56 |
| | | <u>Summer Help*</u> | <u>1996</u> | <u>1997</u> | | | |
| | | (1st year) | \$ 8.38 | \$ 8.63 | | | |
| | | (2nd year) | 8.91 | 9.16 | | | |
| | | (3rd year) | 9.44 | 9.69 | | | |
| | | (4th year) | 9.97 | 10.22 | | | |

***Sections 4.4, 4.5 and 4.6 shall not apply to Summer Help.**

E.2 **Work out of class and Crew Chief** - Employees assigned on a temporary basis in writing by proper authority to assume the duties or lead an employee in a higher classification, or as a Crew Chief, shall be compensated at a first pay STEP of the higher classification or five percent (5%) whichever is higher for all time so spent.

E.2.1 To qualify for the higher compensation the employee shall be notified in writing by proper authority. Employees assuming the duties of a higher classification without prior written authority shall not be eligible to receive any additional compensation.

E.3 **Position Opening, Work Site Location, and/or Days Off Assignments** - Classification seniority shall be one of the primary factors, but not the sole or exclusive factor in determining assignments to work site locations, and/or days off; provided however, the employee must have previously submitted a written notification to the Department Director or their designee indicating their interest in attaining the worksite location, and/or days off; and provided further, the employee must be capable of performing the work required. Crew experience mix shall be recognized as an appropriate criteria in determining such assignments. In determining assignments to position openings, seniority shall be given due consideration; provided however, the employee must have previously submitted a written notification to the Department Director or their designee indicating their interest in attaining the position; and provided further, the employee must be capable of performing the work required.

E.3.1 In the event a dispute should develop regarding the proper interpretation and/or administration of Section E.3, as it relates to position openings such dispute shall be adjudicated exclusively by a Labor/Management Seniority Disputes Board comprised of four (4) persons; two (2) selected by the County and two (2) selected by the Council. Such Board upon hearing the dispute shall issue a majority decision which shall be final and binding upon all parties.

E.4 **Utility Worker Lead Callout Premium and Utility Worker Lead Vehicles** - Notwithstanding the provisions of Section 6.4, Utility Worker Leads shall be paid a minimum of two (2) hours at the overtime rate for each callout when required to return to work once having left the worksite upon completion of their workshift. The Department shall continue the practice of Utility Worker Leads taking County vehicles to their residence upon completion of their work shift when the Department determines that it is necessary; provided however, the County shall retain exclusive right to assign vehicles to Utility Worker Leads and/or to revoke such assignment at its exclusive discretion upon thirty (30) days notice.

E.4.1 In the event the County shall should elect to revoke its practice of Utility Worker Leads taking County vehicles to their residence upon completion of their work shift, such Utility Worker Lead(s) shall be compensated for any callout at the four (4) hour minimum rate provided for within Section 6.4.

E.5 Notwithstanding any provision to the contrary as may be contained within Section 3.2, the Union fees for temporary employees shall be one point three two percent (1.32%) of the employees base pay.

E.6. Temporary employees hired to fill vacancies in permanent positions shall be hired from a current employment list.

APPENDIX "F"**INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL NO. 302**

This APPENDIX is supplemental to the 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 01, 1996 through December 31, 1998. This APPENDIX shall apply to those classifications as identified and set forth herein.

| | <u>CODE</u> | <u>CLASSIFICATION</u> | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> | <u>STEP 5</u> |
|------|-------------|--|---------------|---------------|---------------|---------------|---------------|
| (46) | 6047 | Equipment Operator | 16.53 | 17.35 | 18.20 | 19.10 | 20.04 |
| (45) | 6021 | Oiler Equipment Service | 16.14 | 16.94 | 17.77 | 18.64 | 19.56 |
| (45) | 6113 | Pump Plant Operator | 16.14 | 16.94 | 17.77 | 18.64 | 19.56 |
| (46) | 6114 | Spray Technician | 16.53 | 17.35 | 18.20 | 19.10 | 20.04 |
| (44) | 6180 | Waste Water Treatment Operator I | 15.76 | 16.53 | 17.35 | 18.20 | 19.10 |
| (44) | 6186 | Landfill Gas Operator | 15.76 | 16.53 | 17.35 | 18.20 | 19.10 |
| (54) | 6080 | Senior Waste Water Treatment Operator | 20.04 | 21.03 | 22.07 | 23.16 | 24.31 |
| (54) | 6185 | Senior Landfill Gas Operator | 20.04 | 21.03 | 22.07 | 23.16 | 24.31 |

F 1.1 Crew Chiefs and Work Out of Class - Employees assigned on a temporary basis by proper authority to assume the duties of an employee in a higher classification, or as a Crew Chief, shall be compensated at a first pay STEP of the higher classification or five percent (5%) whichever is higher for all time so assigned.

F 1.2 Effective the start of the pay period following adoption of the agreement by the King County Council, in lieu of the provisions of Section 4.4; an employee hired as a temporary employee in a classification covered by this Appendix shall be compensated at the rate of pay identified in Section 4.2, of the classification within which he is being employed plus, the full hourly contribution rate shall be paid by the County into the Operating Engineers, Local 302 Health and Welfare Trust Fund on behalf of such employee for each hour such employee is compensated. This shall be recognized to be in lieu of holiday pay, vacation leave, sick leave, bereavement leave and all other medical, dental, long term disability and life insurance benefits otherwise provided by this Agreement.

F.2 Position Opening, Work Site Location, and/or Days Off Assignments - Classification seniority shall be one of the primary factors, but not the sole or exclusive factor in determining assignments to worksite locations, and/or days off; provided however, the employee must have previously submitted a written notification to the Department Director or their designee indicating their interest in attaining the worksite location, and/or days off; and provided further, the employee must be capable of performing the work required. Crew experience mix shall be recognized as an appropriate criteria in determining such assignments. In determining assignments to position openings, seniority shall be given due consideration; provided however, the employee must have previously submitted a written notification to the Department Director or their designee indicating his interest in attaining the position; and provided further, the employee must be capable of performing the work required.

F.2.1 In the event a dispute should develop regarding the proper interpretation and/or administration of Section F.2, as it relates to position openings such dispute shall be adjudicated exclusively by a Labor/Management Disputes Board comprised of four (4) persons; two (2) selected by the County and two (2) selected by the Council. Such Board upon hearing the dispute shall issue a majority decision which shall be final and binding upon all parties.

F.3. In the event the Solid Waste Division determines to use an additional 4/10 work schedule as provided for in Section 5.1.1, the Division and the Union will develop a mutually agreeable schedule, and will allow employees to bid pursuant to section 5.1.3 for placement on the schedule.

F.4. Hazardous Waste Site When a job site has been determined by the County to contain hazardous waste materials as defined by local and national guidelines, the County shall meet all requirements of NIOSH/OSHA/WISHA/EPA or other laws pertaining to site specific education, training, and safety requirements. The County is agreeable to meet and resolve issues on short notice if questions arise, however the parties agree that this section is not subject to the provisions of the Grievance procedure (Article 14).

F.5. Vashon Island Solid Waste Equipment Operator. The Solid Waste Division agrees to pay a Certified Landfill Equipment Operator who is assigned a minimum of seven consecutive full shifts, a premium of \$12.00 per week. The Vashon Island Landfill Equipment Operator shall work a ten (10) hour shift inclusive of the meal period.

F.6. Vacation and sick leave accrual for seven/ten employees. If the County Negotiates a higher vacation or sick leave accrual rate schedules as contained in section 8.1 and 9.1 of this agreement, for seven/ten employees outside of this bargaining unit, the County will grant to members of this bargaining unit assigned to the seven/ten schedule the higher accrual rate.

APPENDIX "G"**PAINTERS DISTRICT COUNCIL NO. 5**

This APPENDIX is supplemental to the 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 Painters District Council No. 5, hereinafter referred to as the Union, for that period from January 01, 1996 through December 31, 1998. This APPENDIX shall apply to those classifications as identified and set forth herein.

G.1 Effective January 01, 1996, the classifications of work and corresponding hourly rates of pay for each classification covered by this Appendix shall be as follows:

| | <u>CODE</u> | <u>CLASSIFICATION</u> | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> | <u>STEP 5</u> |
|------|-------------|-----------------------|---------------|---------------|---------------|---------------|---------------|
| (45) | 6107 | Painter I | \$16.14 | \$16.94 | \$17.77 | \$18.64 | \$19.56 |
| (47) | 6109 | Painter II | \$16.94 | \$17.77 | \$18.64 | \$19.56 | \$20.53 |
| (45) | 6111 | Sign Painter | \$16.14 | \$16.94 | \$17.77 | \$18.64 | \$19.56 |

G.2 Taper Premium - Effective January 01, 1996, a Painter who is assigned to eight (8) or more consecutive hours of taping and drywall shall receive a five percent (5%) premium for all such hours worked.

G.3 Effective the start of the pay period following adoption of the agreement by the King County Council, in lieu of the provisions of Section 4.4, an employee hired as a temporary employee in a classification covered by this Appendix shall be compensated at the rate of pay identified in Section 4.2, of the classification within which he is being employed plus, the full hourly contribution rate shall be paid by the County into the Painters medical portion of the Health and Welfare Trust on behalf of such employee for each hour such employee is compensated. This shall be recognized to be in lieu of holiday pay, vacation leave, sick leave, bereavement leave and all other medical, dental, long term disability and life insurance benefits otherwise provided by this Agreement.

G.4. Work out of class and Crew Chief - Employees assigned on a temporary basis in writing by proper authority to assume the duties of an employee in a higher classification, or as a Crew Chief, shall be compensated at a first pay STEP of the higher classification or five percent (5%) whichever is higher for all time so spent.

APPENDIX "H"

UNITED ASSOCIATION, OF PLUMBERS & PIPEFITTERS LOCAL NO. 32

This APPENDIX is supplemental to the 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 United Association of Plumbers & Pipefitters Local No. 32, hereinafter referred to as the Union, for that period from January 01, 1996 through December 31, 1998. This APPENDIX shall apply to those classifications as identified and set forth herein.

H.1 Effective January 01, 1996, the classifications of work and the corresponding hourly rates of pay for each classification covered by this Appendix shall be as follows:

| | <u>CODE</u> | <u>CLASSIFICATION</u> | <u>STEP 1</u> | <u>STEP 2</u> |
|------|-------------|------------------------------|---------------|---------------|
| (51) | 6117 | Plumber I | \$20.29 | \$22.80 |
| (51) | 6151 | Steamfitter I | 20.29 | 22.80 |
| (55) | 6119 | Plumber II | 21.59 | 24.59 |
| (55) | 6152 | Steamfitter II | 21.59 | 24.59 |
| (51) | 1653 | Plumbing Inspector | 20.29 | 22.80 |
| (53) | 1655 | Plumbing Inspector Senior | 21.30 | 23.94 |

H.2 Effective the start of the pay period following adoption of the agreement by the King County Council, in lieu of the provisions of Section 4.4, an employee hired as a temporary employee in a classification covered by this Appendix shall be compensated at the rate of pay identified Section 4.2, of the classification within which he is being employed plus, the full hourly contribution rate shall be paid by the County into the Plumbers medical portion of the Health and Welfare Trust on behalf of such employee for each hour such employee is compensated. This shall be recognized to be in lieu of holiday pay, vacation leave, sick leave, bereavement leave and all other medical, dental, long term disability and life insurance benefits otherwise provided by this Agreement.

H.3 **Leadworker Premium** - Employees assigned on a temporary basis in writing by proper authority to assume the duties of a leadworker shall be compensated five percent (5%) above their base rate of pay.

H.3.1 To qualify for the higher classification the employee shall be notified by proper authority. Employees assuming the duties of a higher classification without prior authorization by proper authority shall not be eligible to receive any additional compensation.

H.4. **Tools** - The County shall furnish all tools required in the performance of assigned work.

H.5. **Protective Clothing** - The County Shall provide all gloves, welding hoods, burning goggles, safety glasses and other protective clothing needed to perform assigned tasks.

"APPENDIX "I"H.E.R.E. LOCAL UNION 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 H.E.R.E. Local Union No. 8, hereinafter referred to as the Union, for that period from January 01, 1996 through December 31, 1998. This APPENDIX shall apply to those classifications as identified and set forth herein.

I.1 Effective January 01, 1996, the classifications of work and the corresponding hourly 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>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> | <u>Step 7</u> | <u>Step 8</u> | <u>Step 9</u> | <u>Step 10</u> |
|-------------------|-----------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| 4183 | Cook-Baker | 14.68 | 15.39 | 15.76 | 16.14 | 16.53 | 16.94 | 17.35 | 17.77 | 18.20 | 18.64 |
| | Lead Cook Baker | 15.40 | 16.14 | 16.53 | 16.94 | 17.35 | 17.77 | 18.20 | 18.64 | 19.10 | 19.56 |
| 5311 | Cook-Baker | 14.68 | 15.39 | 15.76 | 16.14 | 16.53 | 16.94 | 17.35 | 17.77 | 18.20 | 18.64 |
| | Lead Cook Baker | 15.40 | 16.14 | 16.53 | 16.94 | 17.35 | 17.77 | 18.20 | 18.64 | 19.10 | 19.56 |
| 1405 | Cook's Helper | 9.36 | 9.81 | 10.04 | 10.28 | 10.52 | 10.77 | 11.03 | 11.30 | 11.57 | 11.84 |

I.2 Compensatory Time - If requested by the employee and agreed to by the Division Manager or their designee, compensatory time off in lieu of overtime compensation may be authorized.

I.2.1 Compensatory time off in lieu of overtime shall be earned at the rate of one and one-half (1-1/2) times the employee's regular straight-time hourly rate of pay.

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

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

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

I.3 Cook-Bakers, Lead Cook-Bakers and Cooks Helpers may be required to direct other staff and/or inmates in the performance of their regular duties.

I.4 The County welcomes and encourages employees to apply for promotional opportunities.

I.5 Wellness Incentive Plan-Employees within the bargaining unit who, during a payroll year (as reflected on the December 20th or last paycheck of the year) use less than twenty-five (25) hours of sick leave may convert eight (8) hours of unused, accrued sick leave to a personal vacation day to be used in the following calendar year.

I.6 Effective January 1, 1996 the provisions of section 5.3, 5.3.1, and 5.3.2 relating to shift differential shall not apply to members of this bargaining unit.

I.7 Effective 1-1-96 the diet cook assignment shall be the responsibility of the cook/baker classification.

1.8 Full time Employees shall be required to work a full 40 hour work week exclusive of the meal period. The Standard work day shall be 8 hours exclusive of the meal period.

APPENDIX "J"INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 286. STATIONARY ENGINEERS

This APPENDIX is supplemental to the 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 01, 1996 through December 31, 1998. This Appendix shall apply to those classifications as identified and set forth herein.

J.1 Effective January 01, 1996, the classifications of work and the corresponding hourly rates of pay for each classification covered by this Appendix shall be as follows:

| | <u>CODE</u> | <u>CLASSIFICATION</u> | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> | <u>STEP 5</u> |
|------|-------------|-----------------------|---------------|---------------|---------------|---------------|---------------|
| (45) | 6154 | HVAC ENGINEER II | \$17.77 | \$18.20 | \$18.64 | \$19.10 | \$19.56 |
| | | HVAC ENGINEER, CHIEF | 18.64 | 19.10 | 19.56 | 20.04 | 20.53 |

***HVAC Engineer II** - This classification is based upon the employee's willingness to rotate on an annual basis, through shifts and assignments as required. The changes in shift and assignment shall be made on September 1st of each year beginning in 1996. Facilities management shall post the rotating schedule for the time period covered by the Agreement. The rotating schedule shall contain only one revolving shift (two swings, two graveyards, one day.) In addition, employee must:

- Possess Grade #3 Steam Engineer and Refrigeration Operating Engineer's licenses;
- Be available for (a) call out on off days or off shifts, and (b) standby for which appropriate premiums would be paid;
- Be qualified or be able to become qualified as a journeyman on computer, mechanical fan or compressor repair, pneumatics.

****Chief HVAC Engineer** - This classification and position maintain status quo; provided however, the County may elect to compensate the employee currently occupying the position at a rate in excess of the minimum set forth in the Agreement; provided further that if such is twenty-five percent (25%) or more above the rate established for HVAC Engineer II's, then the provisions of Article 7 of the Agreement shall not apply should work beyond the normal workday or workweek be required.

J.1.2 **Shift Premiums** - In lieu of the provisions set forth within Sections 5.4.1 and 5.4.2 employees covered by this Appendix 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 | \$ 0.30 per hour |
| Graveyard | \$ 0.40 per hour |
| Saturday/Sunday..... | \$ 0.35 per hour |

J.1.3 Effective January 01, 1996, the provisions of Section J.1.2, shall be replaced by Sections 5.3.1 and 5.3.2.

J.2 **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 for seventy-two (72) consecutive hours. 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 qualifications of an employee who has designated his interest shall be decided through the grievance procedure.

J.3 **Overtime Work** - Overtime work shall be divided and rotated as equally as possible amongst 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.

J.4 **Vacation Preference** - Vacation preference requests for a period beginning March 1st and beginning the following March 1st must be received by Management not later than February 1st of the preceding 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 March 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 February 1st shall be granted only with the mutual agreement of Management and the employee.

J.5 **Sick Leave** - Sick leave may be used in one-half (1/2) hour increments, at the discretion of the Department Manager.

J.6 **Temporary Employees** - Temporary employees who work holidays do so at the straight-time HVAC Engineer I rate. The County shall, however, contribute to the Training Trust Agreement for hours worked by Temporary Engineers."

J.7 **Recall Rights** - Notwithstanding any provision to the contrary as may be contained elsewhere within the Labor Agreement, employees covered by this Appendix shall maintain the right to be recalled to employment with the Employer for a period of two (2) years from the date of layoff.

J.8 Present HVAC engineers shall receive consideration for positions at the new jail facility and/or any other new jail facility prior to considering candidates from outside the bargaining unit.

"APPENDIX "K"PUBLIC SERVICE AND INDUSTRIAL EMPLOYEES, LOCAL UNION NO. 1239

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 Public Service and Industrial Employees, Local Union No. 1239, hereinafter referred to as the Union, for that period from January 01, 1996 through December 31, 1998. This APPENDIX shall apply to those classifications as identified and set forth herein. Where there exists a provision in the main body of the AGREEMENT which conflicts with the provisions of this APPENDIX, the provisions of this APPENDIX shall apply.

K.1 Effective January 01, 1996, the classifications of work and the corresponding hourly rates of pay for each classification employed within the Health Department covered by this Appendix shall be as follows:

| | <u>CODE</u> | <u>CLASSIFICATION</u> | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> | <u>STEP 5</u> |
|------|-------------|-----------------------|---------------|---------------|---------------|---------------|---------------|
| (32) | 1676 | Utility Laborer | \$11.84 | \$12.42 | \$13.02 | \$13.66 | \$14.32 |

K.2 Compensatory Time - If requested by the employee and agreed to by the Division Manager or their designee, compensatory time off in lieu of overtime compensation may be authorized.

K.3 Leadworker Premium - Employees assigned on a temporary basis in writing by proper authority to assume the duties of a lead worker shall be compensated five percent (5%) above their base rate of pay.

K.3.1 To qualify for the higher classification the employee shall be notified in writing by proper authority. Employees assuming the duties of a higher classification without prior written authority shall not be eligible to receive any additional compensation.

K.4. Retirement-All employees hired prior to January 1,1990, shall continue to be covered by the applicable retirement system in which they are enrolled as of December 31,1989: i.e., Seattle City Employees Retirement System, PERS I or PERS II. Contributions to the applicable retirement system shall be made in accordance with the respective applicable City of Seattle Ordinance(s), County Ordinance(s), or State Law.

"APPENDIX L"

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL UNION NO. 117

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 International Brotherhood of Teamsters, Local Union No. 117, hereinafter referred to as the Union, for that period from January 01, 1996 through December 31, 1996. This APPENDIX shall apply to those classifications as identified and set forth herein

| | <u>CODE</u> | <u>CLASSIFICATION</u> | <u>STEP 1</u> <u>00-06m</u> | <u>STEP 2</u> <u>07-18m</u> | <u>STEP 3</u> <u>19-30m</u> | <u>STEP 4</u> <u>31-42m</u> | <u>STEP 5</u> <u>43m</u> |
|------|-------------|-----------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------------------|
| (34) | 1678 | Warehouser | \$ 13.66 | \$ 13.99 | \$ 14.33 | \$ 14.67 | \$15.02 |
| (39) | 1686 | Warehouser Senior | \$15.39 | \$ 15.76 | \$ 16.14 | \$ 16.53 | \$16.94 |
| (42) | 1689 | Warehouser Chief | \$16.53 | \$ 16.94 | \$ 17.35 | \$ 17.77 | \$18.20 |

"APPENDIX "M"**INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL UNION NO. 117**

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 International Brotherhood of Teamsters, Local Union No. 117, hereinafter referred to as the Union, for that period from January 01, 1996 through December 31, 1998. This APPENDIX shall apply to those classifications as identified and set forth herein.

M.1 Effective January 01, 1996, the classifications of work and the corresponding monthly rates of pay for each classification covered by this Appendix shall be as follows:

| | <u>CLASS</u> | <u>CLASSIFICATION</u> | <u>STEP 1</u> <u>00-06m</u> | <u>STEP 2</u> <u>07-18m</u> | <u>STEP 3</u> <u>19-30m</u> | <u>STEP 4</u> <u>31-42m</u> | <u>STEP 5</u> <u>43 m +</u> |
|------|--------------|-----------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| (37) | 6022 | Automotive Service Attendant | \$ 14.67 | \$ 15.02 | \$ 15.39 | \$15.76 | \$ 16.14 |
| (22) | 6126 | Garage Service Aide | 10.28 | 10.52 | 10.77 | 11.03 | \$11.30 |
| (38) | 1321 | Maintenance Worker* | \$15.02 | 15.39 | 15.76 | 16.14 | \$16.53 |
| (30) | 5121 | Bridge Tender I | 12.42 | 12.72 | 13.02 | 13.34 | 13.66 |
| (34) | 5023 | Groundskeeper | 13.66 | 13.99 | 14.32 | 14.67 | 15.02 |
| (27) | 5101 | Watchperson | 11.57 | 11.84 | 12.13 | 12.42 | 12.72 |
| (39) | 0201 | Store Clerk | 15.39 | 15.76 | 16.14 | 16.53 | 16.94 |
| (42) | 0205 | Storekeeper | 16.53 | 16.94 | 17.35 | 17.77 | 18.20 |
| (34) | 0204 | Stores Clerk (Purchasing) | 15.61 | 15.99 | 16.37 | 16.77 | 17.17 |
| (37) | 0208 | Storekeeper (Purchasing) | 16.77 | 17.17 | 17.59 | 18.01 | 18.45 |
| (36) | 0503 | Assistant Warehouse Supervisor | 14.32 | 14.67 | 15.02 | 15.39 | 15.76 |
| (56) | 0504 | Election Warehouse Supervisor | 23.16 | 23.73 | 24.31 | 24.91 | 25.52 |
| (29) | 5201 | Parking Attendant (Hourly) | 12.13 | 12.42 | 12.72 | 13.02 | 13.34 |
| (31) | 5202 | Senior Parking Attendant (Hourly) | 12.72 | 13.02 | 13.34 | 13.66 | 13.99 |
| (39) | 0206 | Machine Parts Expeditor | 15.39 | 15.76 | 16.14 | 16.53 | 16.94 |
| (21) | 6002 | Liter Control Worker (Hourly) | 10.04 | 10.28 | 10.52 | 10.77 | 11.03 |
| (31) | 5221 | Vehicle Dispatcher | 12.72 | 13.02 | 13.34 | 13.66 | 13.99 |

*** effective upon ratification by the King County Council**

M.2 Bridgetenders shall no longer rotate shifts, but shall be allowed to bid for their desired shift at least once per year and upon the occasion of a position being vacated. Selection of shifts shall be on the basis of classification seniority.

M.3 Effective 1994, the County shall make available a forty (40) hour work week option for the classifications in class code numbers 503 and 504

M.4. In lieu of the provisions of Section 7.1.1, When a Holiday falls on an employees' day off an employee may be given a substitute day off in lieu of the holiday. The substitute day shall normally be scheduled within 7 days of the Holiday.

"APPENDIX "N"**INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL UNION NO. 117**

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 International Brotherhood of Teamsters, Local Union No. 117, hereinafter referred to as the Union, for that period from January 01, 1996 through December 31, 1998. This APPENDIX shall apply to those classifications as identified and set forth herein.

N.1 Effective January 01, 1996, 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>STEP 1 00-12m</u> | <u>STEP 2 13-24m</u> | <u>STEP 3 25-36m</u> | <u>STEP 4 37-48m</u> | <u>STEP 5 49-60m</u> | <u>STEP 6 61m +</u> |
|-------------------|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------|
| 5111 | Airport Police/ Aircraft Rescue Firefighting Officer | \$ 2781.98 | \$ 3117.68 | \$ 3394.74 | \$ 3551.62 | \$ 3701.78 | \$ 3895.34 |
| 5113 | Corporal | \$ 2990.62 | \$ 3351.50 | \$ 3649.34 | \$ 3818.00 | \$ 3979.42 | \$ 4187.50 |
| | | <u>STEP 1 00-06m</u> | <u>STEP 2 07-12m</u> | <u>STEP 3 13m +</u> | | | |
| 5112 | Airport Police/ Aircraft Rescue Firefighting Sergeant | \$ 4182.36 | \$ 4322.52 | \$ 4479.36 | | | |

N.1.1 Effective with the beginning of the first full pay period following January 01, 1997 and January 01, 1998, the classifications of work and corresponding hourly rates of pay for each classification covered by this Appendix shall be adjusted by an amount equal to the increase in the rates of pay negotiated for 1997 and 1998 for Police Officers and Sergeants of the King County Department of Public Safety.

N.2 **Hours Of Work** - Airport Police/Aircraft Rescue Firefighting Officers assigned to work a 5 days on - 2 days off/5 days on - 3 days off schedule shall be required to report for duty in uniform ten (10) minutes prior to the beginning of their shift and shall finish their shift ten (10) minutes early. Further, the 5 days on - 2 day off/5 days on - 3 days off schedule shall be considered to have the holidays as set forth within Article VII of this Agreement built into it by virtue of its providing additional time off for officers so assigned.

N.3 The establishment of work schedules and starting times is vested solely with management and may be changed by management to meet operational requirements. Employees shall be given seven (7) days advance notice of planned schedule changes. In those circumstances where schedule changes are necessitated by unforeseen events (including, but not limited to employee illness or injury, weather conditions, aircraft accidents, terrorist activity, natural disaster or other unplanned events),

employees shall work schedules assigned with minimum or no notice in order to maintain optimal airport security.

N.4 The normal work day shall be an eight (8) hour period, inclusive of the meal break, worked pursuant to a schedule determined by management. A work week is defined as that seven (7) consecutive calendar day period established by management for each employee and succeeding seven (7) consecutive day periods thereafter until and unless changed by management. However, for purposes of the Fair Labor Standards Act (FLSA), the "work week" is hereby declared to be a twenty-eight (28) consecutive day period.

N.5 With prior authorization by management, an employee working more than eight (8) consecutive hours in a work day shall be paid overtime at the rate of one and one-half times the employee's base hourly rate of pay for each full hour worked beyond eight (8) consecutive hours in a work day and beyond forty (40) hours in a work week.

N.6 An employee may request compensatory time off in lieu of overtime pay pursuant to the Administrative Guidelines for the Career Service, Section 55.30 J, M, N and O.

N.7 Required uniforms and equipment, including weapons covered by this Section shall be subject to replacement or repair at no cost to the employee, provided that any item to be replaced shall be turned into the Employer and; provided further, that the decision to replace or repair an item rests solely with the Employer. New employees shall be issued all required uniforms and equipment at the Employer's expense. All employees shall be responsible for maintaining required uniforms and equipment issued by the Employer. Issue items lost or damaged due to neglect, abuse or improper use, as determined by management, shall be replaced or repaired by the Employer, but the cost shall be borne by the employee. Cleaning of uniforms shall be provided by the Employer.

N.8 Holiday Pay - Employees working a 5 days on - 2 days off/5 days on - 3 days off schedule whose work shift begins on the specific holiday date and in the year set forth in this Section in the table below shall receive four (4) hours additional pay at the straight-time rate. To be eligible for holiday pay, employees must be in a pay status the day prior to the day following the named holiday.

"APPENDIX O"

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL UNION NO. 117

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 International Brotherhood of Teamsters, Local Union No. 117, hereinafter referred to as the Union, for that period from January 01, 1996 through December 31, 1998. This APPENDIX shall apply to those classifications as identified and set forth herein.

O.1 Effective January 01, 1996, the classifications of work and the corresponding hourly rates of pay for each classification covered by this Appendix shall be as follows:

| STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 |
|---------------|---------------|---------------|---------------|---------------|--------------|
| <u>00-06m</u> | <u>07-18m</u> | <u>19-30m</u> | <u>31-42m</u> | <u>43-54m</u> | <u>55-m+</u> |

| | | | | | | |
|------------------|----------|----------|----------|----------|----------|----------|
| Security Officer | \$ 10.53 | \$ 11.03 | \$ 11.57 | \$ 12.13 | \$ 12.72 | \$ 13.34 |
|------------------|----------|----------|----------|----------|----------|----------|

O.2 **Hours of Work** - Employees shall be scheduled to work on an "as needed basis". The establishment of work schedules and starting times is vested solely with management and may be changed by management to meet operational requirements. Employees shall be given seven (7) days advance notice of planned schedule changes. In those circumstances where schedule changes are necessitated by unforeseen events employees shall work schedules assigned with minimum or no notice in order to maintain optimal security. The provisions of Sections 5.3.1 and 5.3.2 shall not apply to employees covered by this Appendix.

O.3 The normal workday shall be an eight (8) hour period, inclusive of the meal break, worked pursuant to a schedule determined by management. A workweek shall be defined as that seven (7) consecutive day period established by management for each employee and each succeeding seven (7) consecutive day period thereafter until and unless changed by management.

O.4 **Overtime** - With prior authorization by management, an employee who works in excess of forty (40) hours in a work week shall be paid overtime at the rate of one and one-half times the employee's regular hourly rate of pay for each hour actually worked beyond forty (40) hours in a work week.

O.5 **Holidays** - For work performed on Memorial Day, Labor Day, Thanksgiving Day, Christmas Day and New Year's Day, employees shall be compensated at one and one-half times their regular hourly rate of pay. Work performed on other days designated as holidays shall be paid at the employee's regular rate of pay when such work is part of a normal work week as determined by management.

"APPENDIX P" New

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL UNION NO. 117

This 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 International Brotherhood of Teamsters, Local Union No. 117, hereinafter referred to as the Union, for that period from January 01, 1996 through December 31, 1998. This APPENDIX shall apply to those classifications as identified and set forth herein.

P.1 Effective January 01, 1996, the classifications of work and the corresponding hourly rates of pay for each classification covered by this Appendix shall be as follows:

CLASS 4120 CHEMICAL DEPENDENCY SCREENER

| STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|---------------|
| <u>00-06m</u> | <u>07-18m</u> | <u>19-30m</u> | <u>31-42m</u> | <u>43-54m</u> | <u>55-66m</u> | <u>67-78m</u> | <u>79-90m</u> | <u>91-102m</u> | <u>103m +</u> |
| 12.13 | 12.72 | 13.02 | 13.34 | 13.66 | 13.99 | 14.32 | 14.67 | 15.02 | 15.39 |

P.2 **Shift Premiums** - In lieu of the provisions set forth within Sections 5.4.1 and 5.4.2 employees covered by this Appendix shall receive the following Shift Premiums. at least 50% of an employees scheduled hours must be after 4:10 pm to qualify for the monthly shift differential.

| | |
|-----------------|-----------------|
| Swing Shift | \$100 per month |
| Graveyard Shift | \$100 per month |

P.3 The provisions of section 5.1.3 (job bidding) shall not apply to this bargaining unit

P.4 Employees shall be given no less than 48 hours notice of involuntary changes in work schedules, unless due to an emergency situation, immediate changes are required to provide adequate levels of staffing.

P.5. Chemical Dependency Screeners will be provided \$75 on January 5 and July 5 each year for clothing maintenance.

P.6. Employees who unavoidably suffer a loss or damage to personal property while on duty shall have same repaired or replaced at County expense. Reimbursement for non-essential personal property shall not exceed one hundred and fifty dollars (\$150.00).

P.6.1 Reimbursement for essential personal property shall not exceed one hundred and fifty dollars (\$150.00) unless replacement cost is greater for those items which may be prescribed as necessary, to include prescription glasses and hearing aids. Facility management, to minimize its loss expense, may issue policy as to those items which shall be brought on the premises at the employee's own risk, such as expensive leather jackets and jewelry (other than wedding bands).

**ADDENDUM to the AGREEMENT
by and between
COUNTY OF KING, WASHINGTON
and
JOINT CRAFTS COUNCIL
(Representing Joint and Non-Construction Crafts)**

January 1, 1996 to December 31, 1998

THIS ADDENDUM 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 for that period from January 1, 1996 through December 31, 1998.

It is understood and agreed by and between the King County and the Joint Construction Crafts Council that for the purpose of providing bargaining unit employees with training and experience opportunities to enhance their qualifications for upward mobility the following shall apply:

1. Effective January 1, 1996, the Department of Public Works Roads Facilities Maintenance Section may assign employees to Crew Chief assignments that will provide employees training and opportunities to gain experience to enhance their upward mobility. The department may assign a crew chief to any crew of four (4) or more employees when a supervisor/leadworker will be absent from the work site. The Minimum assignment shall be 4 Hours.
2. In addition to the employee's normal work assignments within his/her classification when assigned as a temporary Crew Chief, the employee shall guide and assist the work crew to improve morale and remove barriers to efficient service delivery as hereinafter provided.

Project Assignment Responsibilities:

- Coordinate with and report to the regular Lead Worker or Supervisor expected project assignment results in terms of purpose, function, aesthetics and completeness.

Technical Responsibilities:

- Set on-site job limits and work zones
- Determine equipment selection
- Determine placement or choice of material
- Determine vendor and dump sites
- Determine when to contact lead or supervisor

Crew Related Responsibilities:

- Secure safe work zones for employees
- Determine work start, pace, and completion times
- Coordinate the work of employees on the worksite
- Train new personnel
- Ensure adherence to rest breaks and meal period times

- Resolve minor conflicts between employees
- Refer serious conflicts to the regular lead or supervisor

Customer Service Responsibilities:

- Handle citizen complaints, questions, etc.
 - Where unresolved, refer customer related complaints or incidents to regular Lead Worker or Supervisor
3. Temporary Crew Chief assignments shall be assigned to employees who have:
 - Comprehensive technical skills and knowledge
 - Administrative, communication, coordination, conflict resolution and customer service knowledge and skills
 - Special skills, where needed
 4. When assigned, temporary Crew Chiefs shall be paid a five percent (5%) premium on top of their hourly rate. Employees shall be given half shift or full shift assignments up to a maximum of two (2) weeks per calendar year, however temporary Crew Chiefs shall not displace or supplant regular Leadworker positions. The two week time limit may be extended by mutual agreement of the parties.
 5. This pilot program shall be jointly evaluated at the end of each year by a task force consisting of three (3) County and three (3) Joint Crafts Council representatives.

THIS ADDENDUM shall apply solely to those classifications represented by the following Union representatives who each on its own behalf, do hereunto affix their signatures.

JOINT CRAFTS COUNCIL
 By *Lewis K. Dascenzo*
 Lewis K. Dascenzo, Co-Chairman

KING COUNTY, WASHINGTON
 By *Gary Locke*
 GARY LOCKE, County Executive

Date *3/27/96*

Date *4-16-96*

By *[Signature]*
 Painters District Council No. 5

By *Ronald C. Forest*
 District Council of Carpenters, King County and Vicinity (Local 131)

By *[Signature]*
 International Brotherhood of Electrical Workers Local No. 46

By *John A. Williams*
 International Brotherhood of Teamsters Local 117

By *Garry B. Johnson*
 International Union of Operating Engineers Local No. 302

CBA/jcc/constuct/final96

AGREEMENT
by and between
COUNTY OF KING, WASHINGTON
and
JOINT CRAFTS COUNCIL
(Representing Construction Crafts Employees)

JANUARY 01, 1995 through DECEMBER 31, 1995

| | |
|--------------|--|
| APPENDIX "A" | DISTRICT COUNCIL OF CARPENTERS OF SEATTLE, KING COUNTY AND VICINITY |
| APPENDIX "B" | INTERNATIONAL ASSOCIATION OF MACHINISTS & AEROSPACE WORKERS DISTRICT NO. 160, HOPE LODGE NO. 289..... |
| APPENDIX "C" | INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS LODGE NO. 104 |
| APPENDIX "D" | INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL NO. 46 |
| APPENDIX "E" | INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL NO. 117 |
| APPENDIX "F" | INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL NO. 302 |
| APPENDIX "G" | PAINTERS DISTRICT COUNCIL NO. 5..... |
| APPENDIX "H" | UNITED ASSOCIATION OF PLUMBERS & PIPEFITTERS, LOCAL NO. 32 |
| APPENDIX "I" | H.E.R.E. LOCAL NO. 8 |
| APPENDIX "J" | INTERNATIONAL UNION OF STATIONARY ENGINEERS LOCAL NO. 286..... |
| APPENDIX "K" | PUBLIC SERVICE AND INDUSTRIAL EMPLOYEES LOCAL NO. 1239..... |
| APPENDIX "L" | INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL NO. 117 |
| APPENDIX "M" | INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL NO. 117 |
| APPENDIX "N" | INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL NO. 117 |
| APPENDIX "O" | INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL NO. 117 |
| APPENDIX "P" | INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL NO. 117 |

APPENDIX "A"**DISTRICT COUNCIL OF CARPENTERS OF SEATTLE, KING COUNTY AND VICINITY**

This 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 District Council of Carpenters of Seattle, King County and Vicinity, hereinafter referred to as the Union, for that period from January 01, 1995 through December 31, 1995 This APPENDIX shall apply to those classifications as identified and set forth herein.

A.1 Effective January 01, 1995, the classifications of work and corresponding hourly rates of pay for each classification covered by this Appendix shall be as follows:

| <u>CODE</u> | <u>CLASSIFICATION</u> | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> |
|-------------|-----------------------|---------------|---------------|---------------|---------------|
| 6101 | Carpenter I | \$ 15.07 | \$ 15.81 | \$ 17.41 | \$ 19.14 |
| 6103 | Carpenter II | 16.57 | 17.40 | 19.13 | 21.05 |

APPENDIX "B"

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

This 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 Machinist & Aerospace Workers, Hope Lodge No. 289, hereinafter referred to as the Union, for that period from January 01, 1995 through December 31, 1995. B.1 Effective January 01, 1995, the classifications of work and corresponding hourly rates of pay for each classification covered by this Appendix shall be as follows:

| <u>CODE</u> | <u>CLASSIFICATION</u> | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> | <u>STEP 5</u> |
|-------------|-----------------------------|---------------|---------------|---------------|---------------|---------------|
| 6127 | Machinist | \$15.30 | \$16.06 | \$17.67 | \$19.44 | |
| 6132 | Heavy Duty Mechanic | 15.30 | 16.06 | 17.67 | 19.44 | |
| 6133 | Auto Machinist I | 15.30 | 16.06 | 17.67 | 19.44 | |
| 6137 | Auto Body Repair Specialist | 15.30 | 16.06 | 17.67 | 19.44 | |
| 6135 | Auto Machinist II | 16.06 | 16.86 | 18.54 | 20.39 | |
| 6135 | Automotive Center Machinist | 16.97 | 17.38 | 17.80 | 18.23 | 18.68 |
| 6136 | Auto. Center Mach. Lead | 18.23 | 18.68 | 19.13 | 19.60 | 20.08 |

APPENDIX "C"**INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS LODGE NO. 104.**

This 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 Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers Lodge No. 104, hereinafter referred to as the Union, for that period from January 01, 1995 through December 31, 1995. This APPENDIX shall apply to those classifications as identified and set forth herein.

C.1 Effective January 01, 1995, the classifications of work and corresponding hourly rates of pay for each classification covered by this Appendix shall be as follows:

| <u>CODE</u> | <u>CLASSIFICATION</u> | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> |
|-------------|-----------------------|---------------|---------------|---------------|---------------|
| 6125 | Welder I | \$15.89 | \$16.67 | \$18.34 | \$20.92 |
| | Welder II | 16.67 | 17.50 | 19.26 | 21.97 |

APPENDIX "D"

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL NO. 46

This 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 Electrical Workers, Local No. 46, hereinafter referred to as the Union, for that period from January 01, 1995 through December 31, 1995.

D.1 Effective January 01, 1995, the classifications of work and corresponding hourly rates of pay for each classification covered by this Appendix shall be as follows:

| <u>CODE</u> | <u>CLASSIFICATION</u> | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> |
|-------------|------------------------|---------------|---------------|---------------|---------------|
| 6121 | Electrician I | \$20.05 | \$22.88 | | |
| 6123 | Electrician II | \$21.86 | \$24.96 | | |
| 6147 | Electrician Technician | \$16.37 | \$17.18 | \$18.81 | \$20.79 |
| 6122 | Electrician Helper | \$11.98 | \$12.58 | \$13.79 | \$15.09 |

APPENDIX "E"

INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL NO. 117

This 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 Local No. 117, hereinafter referred to as the Union, for that period from January 01, 1995 through December 31, 1995. This APPENDIX shall apply to those classifications as identified and set forth herein.

E.1 Effective January 01, 1995, the classifications of work and corresponding hourly rates of pay for each classification covered by this Appendix shall be as follows:

| <u>CODE</u> | <u>CLASSIFICATION</u> | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> |
|---------------------|----------------------------|---------------|---------------|---------------|---------------|
| 6001 | Utility Worker | \$12.09 | \$12.70 | \$13.99 | \$15.94 |
| 6005 | Utility Worker Lead | 16.06 | 16.86 | 18.55 | 20.41 |
| 6007 | Airport Maintenance Worker | 12.37 | 12.98 | 14.27 | 16.30 |
| 6021 | Garage Service (Outside) | 14.40 | 15.14 | 16.64 | 19.01 |
| <u>Summer Help*</u> | | <u>1995</u> | | | |
| | (1st year) | \$ 8.13 | | | |
| | (2nd year) | 8.66 | | | |
| | (3rd year) | 9.19 | | | |
| | (4th year) | 9.72 | | | |

**Sections 4.4, 4.5 and 4.6 shall not apply to Summer Help*

APPENDIX "F"**INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL NO. 302**

This 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 01, 1995 through December 31, 1995. This APPENDIX shall apply to those classifications as identified and set forth herein.

F.1 Effective January 01, 1995, the classifications of work and corresponding hourly rates of pay for each classification covered by this Appendix shall be as follows:

| <u>CODE</u> | <u>CLASSIFICATION</u> | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> |
|-------------|--|---------------|---------------|---------------|---------------|
| 6047 | Equipment Operator | \$15.30 | \$16.06 | \$17.67 | \$19.43 |
| 6021 | Oiler Equipment Service | 14.40 | 15.14 | 16.64 | 19.01 |
| 6113 | Pump Plant Operator | 14.54 | 15.28 | 16.80 | 19.17 |
| 6114 | Spray Technician | 14.70 | 15.42 | 16.97 | 19.37 |
| 6180 | Waste Water Treatment Operator I | 14.49 | 15.26 | 16.78 | 18.44 |
| 6186 | Landfill Gas Operator | 14.49 | 15.26 | 16.78 | 18.44 |
| 6080 | Senior Waste Water Treatment Operator | 18.63 | 19.53 | 21.52 | 23.69 |
| 6185 | Senior Landfill Gas Operator | 18.63 | 19.53 | 21.52 | 23.69 |

APPENDIX "G"**PAINTERS DISTRICT COUNCIL NO. 5**

This 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 Painters District Council No. 5, hereinafter referred to as the Union, for that period from January 01, 1995 through December 31, 1995. This APPENDIX shall apply to those classifications as identified and set forth herein.

G.1 Effective January 01, 1995, the classifications of work and corresponding hourly rates of pay for each classification covered by this Appendix shall be as follows:

| <u>CODE</u> | <u>CLASSIFICATION</u> | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> |
|-------------|-----------------------|---------------|---------------|---------------|---------------|
| 6107 | Painter I | \$14.07 | \$14.78 | \$16.25 | \$17.87 |
| 6109 | Painter II | 15.47 | 16.24 | 17.87 | 19.65 |
| 6111 | Sign Painter | 14.78 | 15.51 | 17.06 | 18.77 |

APPENDIX "H"

UNITED ASSOCIATION, OF PLUMBERS & PIPEFITTERS LOCAL NO. 32

This APPENDIX is supplemental to the 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 United Association of Plumbers & Pipefitters Local No. 32, hereinafter referred to as the Union, for that period from January 01, 1995 through December 31, 1995. This APPENDIX shall apply to those classifications as identified and set forth herein.

H.1 Effective January 01, 1995, the classifications of work and the corresponding hourly rates of pay for each classification covered by this Appendix shall be as follows:

| <u>CODE</u> | <u>CLASSIFICATION</u> | <u>STEP 1</u> | <u>STEP 2</u> |
|-------------|------------------------------|---------------|---------------|
| 6117 | Plumber I | \$19.84 | \$22.30 |
| 6151 | Steamfitter I | 19.84 | \$22.30 |
| 6119 | Plumber II | 21.12 | \$24.05 |
| 6152 | Steamfitter II | 21.12 | 24.05 |
| 1653 | Plumbing Inspector | 19.90 | 21.90 |
| 1655 | Plumbing Inspector Senior | 20.38 | 22.42 |

"APPENDIX "I"

H.E.R.E. LOCAL UNION NO. 8

This 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 H.E.R.E. Local Union No. 8, hereinafter referred to as the Union, for that period from January 01, 1995 through December 31, 1995.

| <u>Class</u> | | | | | | | | | | | | |
|--------------|-----------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|--|
| <u>Code</u> | <u>Classification</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> | <u>Step 6</u> | <u>Step 7</u> | <u>Step 8</u> | <u>Step 9</u> | <u>Step 10</u> | |
| 4183 | Cook-Baker | 12.44 | 13.04 | 13.36 | 13.66 | 14.01 | 14.36 | 14.69 | 15.05 | 15.41 | 15.79 | |
| | Lead Cook Baker | 13.05 | 13.66 | 14.01 | 14.36 | 14.69 | 15.05 | 15.41 | 15.79 | 16.17 | 16.56 | |
| 5311 | Cook-Baker | 12.44 | 13.04 | 13.36 | 13.66 | 14.01 | 14.36 | 14.69 | 15.05 | 15.41 | 15.79 | |
| | Lead Cook Baker | 13.05 | 13.66 | 14.01 | 14.36 | 14.69 | 15.05 | 15.41 | 15.79 | 16.17 | 16.56 | |
| 1405 | Cook's Helper | 7.96 | 8.34 | 8.53 | 8.73 | 8.94 | 9.15 | 9.37 | 9.59 | 9.82 | 10.05 | |

APPENDIX "J"

INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 286, STATIONARY ENGINEERS

This 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 01, 1995 through December 31, 1995. This Appendix shall apply to those classifications as identified and set forth herein.

J.1 Effective January 01, 1995, the classifications of work and the corresponding hourly rates of pay for each classification covered by this Appendix shall be as follows:

| <u>CODE</u> | <u>CLASSIFICATION</u> | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> |
|-------------|-----------------------|---------------|---------------|---------------|---------------|
| 6154 | HVAC Engineer II | \$17.38 | \$17.80 | \$18.23 | \$18.68 |
| | HVAC Engineer, Chief | 18.23 | 18.68 | 19.13 | 19.60 |

"APPENDIX "K"

PUBLIC SERVICE AND INDUSTRIAL EMPLOYEES, LOCAL UNION NO. 1239

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 Public Service and Industrial Employees, Local Union No. 1239, hereinafter referred to as the Union, for that period from January 01, 1995 through December 31, 1995. This APPENDIX shall apply to those classifications as identified and set forth herein. Where there exists a provision in the main body of the AGREEMENT which conflicts with the provisions of this APPENDIX, the provisions of this APPENDIX shall apply.

K.1 Effective January 01, 1995, the classifications of work and the corresponding hourly rates of pay for each classification employed within the Health Department covered by this Appendix shall be as follows:

| <u>CODE</u> | <u>CLASSIFICATION</u> | <u>STEP 1</u> |
|-------------|-----------------------|---------------|
| 1676 | Utility Laborer | \$13.28 |

"APPENDIX L"

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL UNION NO. 117

This 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 International Brotherhood of Teamsters, Local Union No. 117, hereinafter referred to as the Union, for that period from January 01, 1995 through December 31, 1995. This APPENDIX shall apply to those classifications as identified and set forth herein.

| | <u>CODE</u> | <u>CLASSIFICATION</u> | <u>STEP 1</u> <u>00-06m</u> | <u>STEP 2</u> <u>07-18m</u> | <u>STEP 3</u> <u>19-30m</u> | <u>STEP 4</u> <u>31-42m</u> | <u>STEP 5</u> <u>43m</u> |
|------|-------------|-----------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------------------|
| (34) | 1678 | Warehouser | \$ 13.27 | \$ 13.77 | \$ 14.33 | \$ 14.33 | \$ 14.33 |
| (39) | 1686 | Warehouser Senior | 15.05 | 15.41 | 15.79 | 16.17 | 16.56 |
| (42) | 1689 | Warehouser Chief | 16.17 | 16.56 | 16.97 | 17.38 | 17.80 |

"APPENDIX "M"

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL UNION NO. 117

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 International Brotherhood of Teamsters, Local Union No. 117, hereinafter referred to as the Union, for that period from January 01, 1995 through December 31, 1995. This APPENDIX shall apply to those classifications as identified and set forth herein.

M.1 Effective January 01, 1995, the classifications of work and the corresponding monthly rates of pay for each classification covered by this Appendix shall be as follows:

| | <u>CODE</u> | <u>CLASSIFICATION</u> | <u>STEP 1</u> <u>00-06m</u> | <u>STEP 2</u> <u>07-18m</u> | <u>STEP 3</u> <u>19-30m</u> | <u>STEP 4</u> <u>31-42m</u> | <u>STEP 5</u> <u>43 m +</u> |
|------|-------------|-----------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| (37) | 6022 | Automotive Service Attendant | \$ 14.35 | \$ 14.69 | \$ 15.05 | \$ 15.41 | \$ 15.79 |
| (22) | 6126 | Garage Service Aide | 10.05 | 10.29 | 10.54 | 10.79 | 11.05 |
| (30) | 5121 | Bridge Tender I | 12.14 | 12.44 | 12.74 | 13.04 | 13.36 |
| (34) | 5023 | Groundskeeper | 13.36 | 13.68 | 14.01 | 14.35 | 14.69 |
| (27) | 5101 | Watchperson | 11.31 | 11.58 | 11.86 | 12.14 | 12.44 |
| (39) | 0201 | Store Clerk | 15.05 | 15.41 | 15.79 | 16.17 | 16.56 |
| (42) | 0205 | Storekeeper | 16.17 | 16.56 | 16.97 | 17.38 | 17.80 |
| (34) | 0204 | Stores Clerk (Purchasing) | 15.27 | 15.63 | 16.01 | 16.40 | 16.79 |
| (37) | 0208 | Storekeeper (Purchasing) | 16.40 | 16.79 | 17.20 | 17.62 | 18.04 |
| (36) | 0503 | Assistant Warehouse Supervisor | 14.01 | 14.35 | 14.69 | 15.05 | 15.41 |
| (56) | 0504 | Election Warehouse Supervisor | 22.65 | 23.21 | 23.78 | 24.36 | 24.96 |
| (29) | 5201 | Parking Attendant (Hourly) | 11.86 | 12.14 | 12.44 | 12.74 | 13.04 |
| (31) | 5202 | Senior Parking Attendant (Hourly) | 12.44 | 12.74 | 13.04 | 13.36 | 13.68 |
| (38) | 0206 | Machine Parts Expeditor | 14.69 | 15.05 | 15.41 | 15.79 | 16.17 |
| (21) | 6002 | Liter Control Worker (Hourly) | 9.82 | 10.05 | 10.29 | 10.54 | 10.79 |
| (31) | 5221 | Vehicle Dispatcher | 12.44 | 12.74 | 13.04 | 13.36 | 13.68 |

"APPENDIX "N"

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL UNION NO. 117

N.1 Effective January 01, 1995, 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>STEP 1 00-12m</u> | <u>STEP 2 13-24m</u> | <u>STEP 3 25-36m</u> | <u>STEP 4 37-48m</u> | <u>STEP 5 49-60m</u> | <u>STEP 6 61m +</u> |
|-------------------|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------|
| 5111 | Airport Police/ Aircraft Rescue Firefighting Officer | \$ 2714.12 | \$ 3041.64 | \$ 3311.94 | \$ 3465.00 | \$ 3611.50 | \$3800.34 |
| 5113 | Corporal | \$ 2917.68 | \$ 3269.76 | \$ 3560.34 | \$ 3724.88 | \$ 3882.36 | \$ 4085.36 |
| | | <u>STEP 1 00-06m</u> | <u>STEP 2 07-12m</u> | <u>STEP 3 13m +</u> | | | |
| 5112 | Airport Police/ Aircraft Rescue Firefighting Sergeant | \$ 4080.36 | \$ 4217.10 | \$ 4370.10 | | | |

"APPENDIX O"

INTERNATIONAL BROTHERHOOD OF TEAMSTERS. LOCAL UNION NO. 117

This 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 International Brotherhood of Teamsters, Local Union No. 117, hereinafter referred to as the Union, for that period from January 01, 1995 through December 31, 1995. This APPENDIX shall apply to those classifications as identified and set forth herein.

O.1 Effective January 01, 1995, the classifications of work and the corresponding hourly rates of pay for each classification covered by this Appendix shall be as follows:

| <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> | <u>STEP 5</u> | <u>STEP 6</u> | <u>STEP 7</u> | <u>STEP 8</u> | <u>STEP 9</u> | <u>STEP 10</u> |
|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| <u>00-06m</u> | <u>07-18m</u> | <u>19-30m</u> | <u>31-42m</u> | <u>43-54m</u> | <u>55-66m</u> | <u>67-78m</u> | <u>79-90m</u> | <u>91-102m</u> | <u>103m +</u> |

| | | | | | | | | | | |
|------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Security Officer | \$ 10.30 | \$ 10.79 | \$ 11.05 | \$ 11.31 | \$ 11.58 | \$ 11.86 | \$ 12.14 | \$ 12.44 | \$ 12.74 | \$ 13.04 |
|------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|

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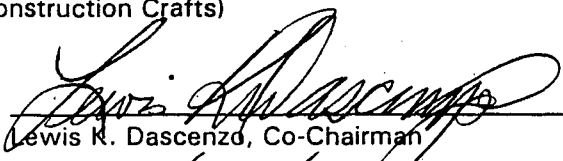
3/29/96


12255

Duration: -The provision of Appendix "A" through "O" of this agreement shall become effective January 1, 1995 and shall remain effective through December 31, 1995.

JOINT CRAFTS COUNCIL
(Construction Crafts)

COUNTY OF KING, WASHINGTON

By 
Lewis N. Dascenzo, Co-Chairman

By 
Gary Locke, King County Executive

Date 3/29/96

Date 4-10-96