December 15, 1997

Introduced By: LARRY PHILLIPS
LARRY GOSSETT

Proposed No.: **98-023**

ORDINANCE NO. 12994

1

2 AN ORDINANCE approving and adopting the Memorandum
3 of Understanding negotiated by and between King County and
4 the Joint Crafts Council (Construction Crafts), representing
5 employees in various departments; and establishing the
6 effective date of said Agreement.

7 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

8 SECTION 1. The memorandum of understanding negotiated between King County

9 and the Joint Crafts Council, representing all construction crafts employees in the roads

10 and fleet administration divisions of the department of transportation, the solid waste

11 division of the department of natural resources, the goods and non-professional consultant

12 procurement division of the department of finance, the department of construction and

13 facilities management, the department of information and administrative services, the parks

14 and maintenance division of the department of parks and recreation and the Seattle/King

15 County division of the department of public health and attached hereto is hereby approved

16 and adopted by this reference made a part hereof.

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1   SECTION 2. Terms and conditions of said agreement shall be effective from the

2   date of passage.

3   INTRODUCED AND READ for the first time this _12th_ day of
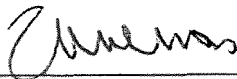
4   _January_, 1998.

5   PASSED by a vote of _13_ to _0_ this _2nd_ day of _February_,

6   19_98_.

7   KING COUNTY COUNCIL
8   KING COUNTY, WASHINGTON

9
10 VICE Chair

11 ATTEST:

12
13 Clerk of the Council

14 APPROVED this _13_ day of _February_, 19_98_.

15
16 King County Executive

17 Attachments: Memorandum of Understanding

Memorandum of Understanding
between the
Joint Crafts Council
and
King County

This Memorandum memorializes an Agreement modifying the Collective Bargaining Agreement dated January 1, 1996 (hereinafter "Agreement") between King County, Washington ("County") and the Joint Crafts Council, ("Council"), and its constituent unions. This modification is incorporated into that Agreement and shall be enforced in a manner consistent with that Agreement. The purpose of this modification is to institute an entitlement to bereavement leave. The Agreement is now modified in the following manner:

1. "Article 9.2 Accrued sick leave may be used for the following reasons:" is modified at paragraph 7. as follows:

    > 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. **A holiday or regular day off that falls within this sick leave as designated by the employee shall not be chargeable as sick leave.** There shall be no limit on the use of sick leave to care for children under paragraph 9.2.6 of this section. **An employee may take such portion of this family care leave for which there is no sick leave available as leave without pay.**

2. "Article 9.2 Accrued sick leave may be used for the following reasons:" is modified with the addition of this paragraph 9 thereunder:

    > <u>Additional Bereavement Leave</u>. The Regular full time employee, having exhausted their annual bereavement leave may use sick leave in the amount of up to three working days of bereavement leave in each additional instance of death of an immediate family member. An employee may take such portion of this additional bereavement leave for which there is no sick leave available as leave without pay.

3. "Article 9.6 Bereavement Leave and Family Care" is modified as follows:

    > <u>Bereavement Leave</u> - A regular full time employee shall be entitled to three (3) ~~eight (8) hour~~ working days of bereavement leave ~~a year due to~~ **per year and** upon the death of a member of their "immediate family." **A holiday or regular day off that falls within this**
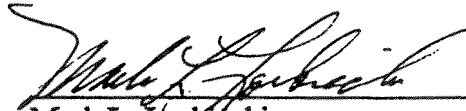
12994

> **bereavement leave as designated by the employee shall not be chargeable as bereavement leave.**

4. "Article 9.6 Bereavement Leave and Family Care" is further modified by the deletion of paragraphs 9.6.1 and 9.6.2.

_____   10-29-97
John Williams   Date
The Union

_____   10-02-97
Mark L. Lorbiecki   Date
The Employer