



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

January 9, 2001

Ordinance 14022

Proposed No. 2000-0670.2

Sponsors Pullen

1 AN ORDINANCE approving and adopting the
2 memorandum of agreement negotiated by and between
3 King County and Office and Professional Employees
4 International Union, Local 8, representing employees in the
5 department of public health and department of community
6 and human services; and establishing the effective date of
7 said agreement.

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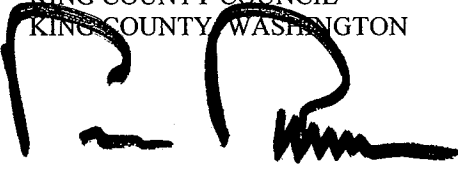
10 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

11 SECTION 1. The memorandum of agreement negotiated between King County
12 and Office and Professional Employees International Union, Local 8 representing
13 employees in the department of public health and department of community and human
14 services and attached hereto is hereby approved and adopted by this reference made a
15 part hereof, subject to specific appropriation authority.

16 SECTION 2. Terms and conditions of said agreement shall be effective from
17 January 1, 1999, through and including December 31, 2001.

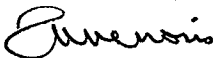
Ordinance 14022 was introduced on 12/15/00 and passed by the Metropolitan King County Council on 1/8/01, by the following vote:

Yes: 12 - Mr. von Reichbauer, Ms. Miller, Ms. Fimia, Mr. Pelz, Mr. McKenna, Ms. Sullivan, Mr. Nickels, Mr. Pullen, Mr. Gossett, Ms. Hague, Mr. Vance and Mr. Irons
No: 0
Excused: 1 - Mr. Phillips

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON


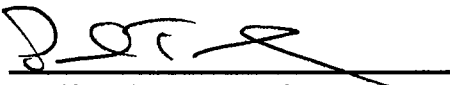
Pete von Reichbauer, Chair

ATTEST:



Anne Noris, Clerk of the Council

APPROVED this 17th day of January, 2001.



Ron Sims, County Executive
←

Attachments A. Memorandum of Agreement by and between King County and Office and Professional Employees International Union Local 8 (038U0100), B. Memorandum of Agreement Regarding Wages for Administrative Support Services Occupational Group (000CBU0199)

MEMORANDUM OF AGREEMENT

by and between

KING COUNTY

and

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION

LOCAL 8

representing employees in

SEATTLE - KING COUNTY DEPARTMENT OF PUBLIC HEALTH

Division of Alcohol, Tobacco and Other Drugs

and

DEPARTMENT OF COMMUNITY AND HUMAN SERVICES

Division of Mental Health, Chemical Abuse and Dependency Services

King County (the Employer) and Office and Professional Employees International Union, Local 8 (the Union) hereby adopt the "Memorandum of Agreement regarding Wages for Administrative Support Services Occupational Group, by and between King County and Union Bargaining Coalition," (Coalition Agreement document code 000CBU0199) as the agreement of the parties concerning wages for the employees represented by the Union in the Department of Public Health and Department of Community and Human Services.

The Coalition Agreement is attached hereto as Attachment A. The parties agree to apply its terms and conditions for employees represented by the Union who are employed in the above-referenced departments, in job classification titles covered by the Coalition Agreement. The Coalition Agreement salary ranges shall be included in the Wage Addendum of the collective bargaining agreement for the period beginning September 1, 2000.

APPROVED this 12 day of December, 2000
1999

By [Signature]
King County Executive

For the Union:

David C. Windsor
Office and Professional Employees International
Union Local 8

Nov 17, 2000
Date

Memorandum of Agreement
Regarding
Wages for Administrative Support Services Occupational Group
By and Between
King County
And
Union Bargaining Coalition

WHEREAS King County and the Union Bargaining Coalition, representing International Brotherhood of Teamsters, Local 117; Office & Professional Employees International Union, Local 8; International Federation of Professional & Technical Engineers, Local 17; Service Employees International Union, Public Safety Employees, Local 519; Service Employees International Union, Local 6; and Washington State Council of County and City Employees, have bargained in good faith an agreement on wages and other related provisions;

WHEREAS such bargaining was conducted using a collaborative process designed to meet the interest of the parties, and represents a potential new bargaining direction for the County and its Unions;

WHEREAS the agreement reached by the parties require ratification by each bargaining unit, as part of the ratification process for a new collective bargaining agreement, and the Metropolitan King County Council, therefore,

IT IS HEREBY AGREED that the following provisions represent the agreement reached between King County and the Union Bargaining Coalition:

Duration of the Memorandum of Understanding Between Parties

The parties agree that the duration of the Memorandum of Agreement shall be the period January 1, 1999 through December 31, 2001.

Step Placement on King County Pay Plan and Salary Y-Rating/Freeze

The parties agree that the following provisions apply in determining an employee's appropriate step placement and pay rate for bargaining unit positions:

- When a bargaining unit employee's classification is placed on a new salary range, the employee will be placed on the nearest step in the new range which provides an hourly rate at least 10 cents per hour greater than the employee's then current pay rate.
- When a bargaining unit employee's classification is placed on a new salary range with a top step which is lower than the employee's then current salary, the employee will have his/her then current salary y-rated or frozen. The employee's salary will remain frozen until such time as the application of a cost of living adjustment(s) make the new top step pay rate equal to, or greater than, the employee's y-rated or frozen salary. The employee's pay rate will then be adjusted to the new top step pay rate.

Step Progression

The parties agree that step progression for bargaining unit employees who are currently at the top of their pay range and who are placed at Step 1 of the higher pay range shall be as follows:

- Employees who have been at Step 10 for over 2.5 years are eligible to progress to Step 2.
- Employees who have been at Step 10 for over 5 years are eligible to progress to Step 3.

1999 Cost of Living Adjustment and Implementation of New Pay Ranges

Cost of Living Adjustment

The parties agree that bargaining unit members shall receive a 2% cost of living increase effective January 1, 1999, consistent with the squared 1999 salary schedule provided that a cost of living increase has not previously been provided to such bargaining unit members.

negotiating the application of the more favorable terms of compensation to bargaining unit members represented by the union bargaining coalition.

Allocations and Establishment of Pay Rates for Temporary Represented Employees

The parties agree that until such time as temporary positions have been allocated to the above classification titles and appropriate pay rates are established, temporary employees shall continue to receive applicable provisions of their collective bargaining agreement, including step and cost of living increases effective January 1, 1999. Further, the parties agree that temporary represented employees are to be allocated to the new classification titles indicated above.

Review of Allocations for Certain Represented Positions

"Pre-Implementation Review"

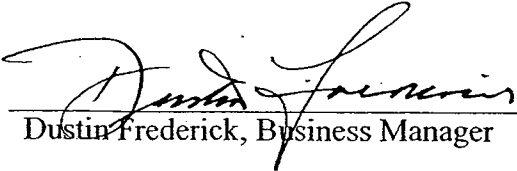
The parties agree that the County shall review the allocations of certain represented positions identified by participating Unions as "outliers" as part of the "fine-tuning" process necessary to complete these negotiations. The participating Unions agree to provide a list of "outliers" no later than July 1, 1999. Pay rate adjustments to the new squared 10-step hourly pay grid for classification allocations that are changed as a result of this "pre-implementation" review/fine-tuning will be effective January 1, 1998. The actual implementation of the new classifications will be effective upon ratification of this Memorandum of Agreement by each bargaining unit.

"Post-Implementation Review"

The parties agree that in recognition of the effort of the Union Bargaining Coalition on behalf of their respective members to provide equitable application of the Metropolitan King County Council Motion regarding classification/compensation, the County will request that the Personnel Board, consistent with its current and applicable procedures, establish a priority system for addressing classification allocation appeals. The County recognizes that the unions have an uncontested right to appeal classification determinations to the Personnel Board or as otherwise provided in each respective collective bargaining agreement. The priority system to be recommended to the Personnel Board will be as follows:

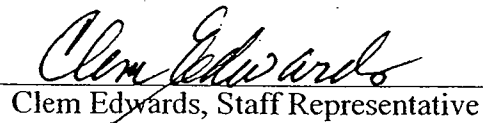
1. Appeals that are already in process under the Classification/Compensation Project Appeals Process.
2. Appeals filed by employees whose salaries have been y-rated or frozen.

I agree on behalf of
Service Employees International Union, Public Safety Employees, Local 519:


Dustin Frederick, Business Manager

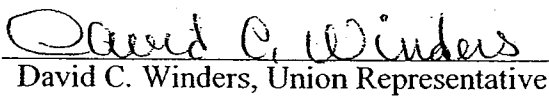
4/5/99
Date

I agree on behalf of
Washington State Council of County and City Employees:


Clem Edwards, Staff Representative

4/6/99
Date

I agree on behalf of
Office & Professional Employees International Union, Local 8:


David C. Winders, Union Representative

4-6-99
Date

I agree on behalf of
Service Employees International Union, Local 6:

Irene Eldridge, Negotiator

Date