



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

September 18, 2001

Ordinance 14203

Proposed No. 2001-0445.1

Sponsors Nickels, Pullen and Phillips

1 AN ORDINANCE approving and adopting the collective
2 bargaining agreement (which includes two memoranda of
3 agreements) negotiated by and between King County and
4 Washington State Council of County and City Employees,
5 Council 2, Local 2084-FM representing employees in the
6 department of construction and facility management; and
7 establishing the effective date of said agreement.

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10 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

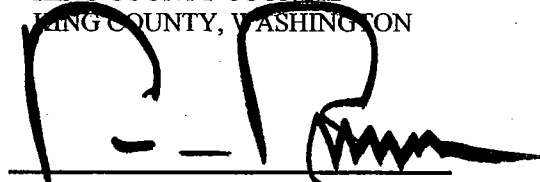
11 SECTION 1. The collective bargaining agreement (which includes two
12 memoranda of agreements) negotiated between King County and Washington State
13 Council of County and City Employees, Council 2, Local 2084-FM representing
14 employees in the department of construction and facility management and attached hereto
15 is hereby approved and adopted by this reference made a part hereof.

16 SECTION 2. Terms and conditions of said agreements shall be effective from
17 January 1, 2000 through and including December 31, 2003.

Ordinance 14203 was introduced on 9/4/01 and passed by the Metropolitan King County Council on 9/17/01, by the following vote:

Yes: 13 - Mr. von Reichbauer, Ms. Miller, Ms. Fimia, Mr. Phillips, Mr. Pelz,
Mr. McKenna, Ms. Sullivan, Mr. Nickels, Mr. Pullen, Mr. Gossett, Ms.
Hague, Mr. Thomas and Mr. Irons
No: 0
Excused: 0

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON



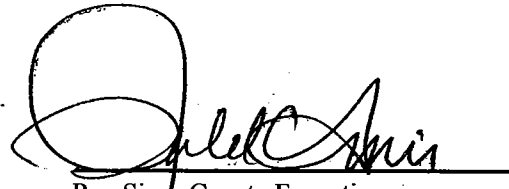
Pete von Reichbauer, Chair

ATTEST:

Jane Thomas Deputy Clerk for

Anne Noris, Clerk of the Council

APPROVED this 25 day of September 2001.



Ron Sims, County Executive

Attachments

A. Agreement Between King County and Washington State Council of County and City Employees Local 2084-FM, B. WSCCCE, Local 2084-FM Department of Construction and Facilities Management Wage Addendum

1 AGREEMENT BETWEEN

2 KING COUNTY

3 AND

4 WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES

5 LOCAL 2084-FM

6

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14203

AGREEMENT BETWEEN

KING COUNTY

2001 445

AND

WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES

LOCAL 2084-FM

These Articles constitute an Agreement between King County (County) and the Washington State Council of County and City Employees (Union), Local 2084-FM (Local).

ARTICLE 1: PURPOSE AND LABOR-MANAGEMENT COMMITTEE

1.1 Purpose: The purpose of this Agreement is to set forth in writing the negotiated wages, hours and working conditions for those employees who are covered by this Agreement

1.2 Labor-Management Committee:

A. The parties agree to establish a Joint Labor-Management Committee (JLMC) which shall be authorized, consistent with applicable laws and the terms of this Agreement, to use principles of interest-based bargaining to interpret, apply, and resolve issues affecting Labor and/or Management.

B. The role of the JLMC is to oversee the tasks and/or committees called for in this Agreement, and those that it establishes, and to provide the necessary coordination on matters involving the following principles:

- To deal jointly with issues
- To maintain and improve labor-management relations and communications
- Establish commitment, mutual trust, and mutual respect
- To help identify and solve problems
- As a forum to exchange information
- To promote the highest degree of efficiency and responsibility in

performance of the work and the accomplishment of the public purpose of DCFM

- Perform other duties as contained in this Agreement

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C. The JLMC will meet at least quarterly unless the parties mutually agree to change the schedule provided that no more than one hundred-twenty (120) days shall elapse between meetings. The parties will develop, ground rules and other processes and procedures necessary for conducting LMC meetings.

D. The JLMC does not waive or diminish management rights or union rights . The parties recognize that the JLMC may not be able to resolve every issue.

1.3 Definitions: All words under this Agreement shall have their ordinary and usual meaning except those words that have been defined under K.C.C.3.12, as amended.

ARTICLE 2: UNION RECOGNITION AND MEMBERSHIP

2.1 Recognition: The County recognizes the Union as the exclusive bargaining representative for all full-time and part-time employees, other than confidential and supervisory employees, whose job classifications are listed in Addendum A and who work at YSC.

2.2 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 or pay an agency fee. It shall also be a condition of employment that all employees covered by this Agreement and hired or assigned into the bargaining unit after its effective date shall, on the thirtieth (30) day following the beginning of such employment, become and remain members in good standing in the Union or pay an agency fee.

2.3 Exemption: Nothing contained in 2.2 shall require an employee to join the Union who objects to membership in the Union on the grounds of a bona fide religious objection, in which case the employee shall pay an amount of money equivalent to the regular union dues and initiation fee to a non-religious charity or to another charitable organization mutually agreed upon by the employee affected and the bargaining representative to which the employee would otherwise pay the dues and initiation fee. The employee shall furnish written proof that such payments have been made.

2.4 Dues Deduction: Upon receipt of written authorization individually signed by an 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 its treasurer.

2.5 Indemnification: The Union will 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 agrees to refund to the County any amounts paid to it in error on account of the check-off provisions upon presentation of proper evidence thereof.

1 **ARTICLE 3: RIGHTS OF MANAGEMENT**

2 It is recognized that the County retains the right, except as otherwise provided in this
3 Agreement, to manage the business of the County and to direct its workforce. Such functions of the
4 County include, but are not limited to:

- 5 A. Recruit, examine, select, promote, transfer and train employees of its choosing, and to
- 6 determine the times and methods of such actions;
- 7 B. Develop and modify class specifications as well as assignment for the salary range for
- 8 each classification and allocate positions to those classifications;
- 9 C. Determine the methods, materials and tools to accomplish the work;
- 10 D. Designate work locations and assign employees to those locations;
- 11 E. Reduce the workforce due to lack of work, funding or other cause consistent with efficient
- 12 management;
- 13 F. Discipline, suspend, demote or dismiss regular employees for just cause;
- 14 G. Establish reasonable work rules;
- 15 H. Assign and direct the work, assign the hours of work and assign employees to shifts of its
- 16 designation.

17 All of the functions, rights, powers and authority of the County not specifically abridged,
18 delegated or modified by this Agreement are recognized by the Union as being retained by the
19 County.

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1 ARTICLE 4: WAIVER AND COMPLETE AGREEMENT

2 4.1 Waiver: The parties acknowledge that during the negotiations resulting in this
3 Agreement each had the unlimited right and opportunity to make demands and proposals with respect
4 to any and all subjects or matters not removed by law from the area of collective bargaining and the
5 understandings and agreements arrived at by the parties after exercise of that right and opportunity are
6 set forth in this Agreement. The County and the Union each voluntarily and unqualifiedly waive the
7 right and each agrees that the other shall not be obligated to bargain collectively with respect to any
8 subject or matter not specifically referred to or covered in this Agreement, even though such subject
9 or matter may not have been within the knowledge or contemplation of either or both of the parties at
10 the time they negotiated or signed this Agreement. All rights and duties of both parties are
11 specifically expressed in this Agreement and such expression is all inclusive. This Agreement
12 constitutes the entire agreement between the parties and concludes collective bargaining for its terms,
13 subject only to a desire by both parties to mutually agree to amend or supplement at any time, except
14 for negotiations over a successor collective bargaining agreement.

15 4.2 Modification: Should the parties agree to amend or supplement the terms of this
16 Agreement, such amendments or supplements shall be in writing and effective when signed by the
17 parties.

1 **ARTICLE 5: EMPLOYEE RIGHTS**

2 **5.1 Just Cause Standard:** No regular employee shall be disciplined except for just cause.

3 **5.2 Disciplinary Action:**

4 A. Disciplinary action may include written reprimand, demotion, reduction in pay,
5 suspension or discharge. An employee who is disciplined will be given a copy of the discipline when
6 issued. A copy of the discipline will also be given to the Local President. Warnings and counseling
7 whether given orally or in writing are not discipline.

8 B. When the County takes disciplinary action the employee shall be given notice of
9 such action and, upon written request, reports or documentation will be made available to the
10 employee.

11 C. An employee attending a disciplinary investigation meeting may have Union
12 representation present, if requested.

13 **5.3 Personnel Files:**

14 A. The employee and/or a Union representative may examine the employee's
15 personnel files if the employee so authorizes in writing. Material placed into the employee's files
16 relating to job performance or personal character shall be brought to his or her attention prior to
17 placement in the file. The employee may challenge the propriety of including it in the files. If, after
18 discussion, the County retains the material in the file, the employee shall have the right to insert
19 contrary documentation into the file, or request the removal of a document that is in the file.

20 B. Unauthorized persons shall not have access to employee files or other personal data
21 relating to the employee. The Director of DCFM/designee will determine staff authorized for access
22 to personnel files maintained in DCFM. All persons with the exception of DCFM and OHRM
23 personnel, and Prosecuting Attorney staff shall record access to employee files.

24 **5.4 Class Specifications:** When the phrase, such as "performs related work as required," is
25 incorporated into the text of an official class specification as a representative example of work, the
26 assignment of such work on a regular and ongoing basis shall be within the essential duties and
27 responsibilities of the classification. Except as agreed to by the Union and the County, employees
28 shall not regularly and on an ongoing basis be assigned duties foreign to their classification.

1 **5.5 Right to Representation:** Employees shall have the right to representation as defined by
2 law and the terms of this Agreement.

3 **5.6 Mileage:** All employees who have been authorized to use their own transportation on
4 County business shall be reimbursed at the IRS rate.

5 **5.7 Personal Property:** Employees whose personal property is damaged during the
6 performance of their duties shall have same repaired or replaced at County expense; provided, that
7 such reimbursement shall not exceed five hundred dollars (\$500.00) per incident. Paperwork
8 necessary to process claims covered under this Section will be initiated by the County with due speed
9 upon receipt of the claim from the employee.

10 **5.8 Subcontracting:** The County will not contract or subcontract work when such action will
11 cause layoff of regular employees unless it is required by state or federal law.

12 **5.9 Safety Standards:** No employee shall be directed to work in a manner or condition that
13 does not comply with the minimum accepted safety practices or standards, or in a condition, location
14 or assignment which would constitute a hazard to the employee's health or well-being.

15 **5.10 Seniority Calculation:** For the purposes of this Agreement, seniority shall be defined as
16 the length of continuous regular service which includes seniority accrued with the former DYS
17 without a break in that service.

18 **5.10.1** The calculation of seniority will be accomplished by automatically crediting each
19 employee at the beginning of the calendar year with the number of regular hours s/he would be
20 scheduled to work during the remainder of the calendar year based on his/her employment status as a
21 full-time employee. Any leave-without-pay hours will then be subtracted from the total employment
22 and classification time as it is taken throughout the calendar year.

23 **5.10.2** Part-time regular employees will accrue seniority based on the number of regular hours
24 compensated during the calendar year, not to exceed a full-time accrual rate.

25 **5.10.3** No employee shall lose seniority due to an absence caused by an on-the-job injury and
26 otherwise as provided by law (i.e. military leave, FML).

1 **ARTICLE 6: HOLIDAYS**

2 **6.1 Celebrated Holidays:**

3 A. All regular, probationary, provisional and term-limited temporary employees shall
4 be granted the following holidays with pay:

<i>Holiday</i>	<i>Date Celebrated</i>
New Year's Day	January 1st
Martin Luther King Jr's Birthday	Third Monday in January
President's Birthday	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 Following Thanksgiving
Christmas Day	December 25th

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18 and any day as declared by the president or governor and as approved by the Council.

19 B. Whenever a holiday falls upon a Sunday, the following Monday shall be observed
20 as a holiday, and any holiday falling on a Saturday shall be observed on the preceding Friday.

21 **6.2 Personal Holidays:** Regular, probationary, provisional and term-limited temporary
22 employees shall receive two (2) additional personal holidays to be administered through the vacation
23 plan. One (1) day shall be accrued on the first of October and one (1) day shall be accrued on the first
24 of November of each year. These days may be used in the same manner as any vacation day earned.

25 **6.3 Part-time Scheduled Employees:** Regular, probationary, provisional and part-time term-
26 limited temporary employees who work a part-time schedule receive paid holidays prorated based on
27 their work schedule consistent with 6.1 and 6.2.

28 **6.4 Holiday Compensation:**

1 A. Full-time employees who are eligible for holiday pay shall receive time and one-
2 half (1-1/2) their regular rate of pay for all hours worked on a holiday listed in 6.1.A. above. This
3 holiday compensation for hours actually worked on a holiday shall be in addition to the eight (8)
4 straight time hours of holiday pay. Employees who do not work the holiday shall either receive an
5 additional day's pay at their regular, straight-time hourly rate or shall at their option receive a
6 substitute holiday, use of which must be scheduled five (5) days in advance. Substitute holidays not
7 taken off within one (1) year shall be compensated for in cash.

8 B. Part-time employees who are eligible for holiday pay and are assigned to work on a
9 holiday shall be paid holiday compensation (1-1/2 the regular rate of pay) for the actual hours worked.
10 In addition to the holiday compensation for actual hours worked, the employees shall receive holiday
11 pay for holidays which fall on regularly scheduled working days and the holiday pay shall be pro-
12 rated based on the employees regularly scheduled working hours. Employees will not be
13 compensated for holidays falling on days which they are not regularly scheduled to work.

14 **6.5 Holiday Staffing:** The County may use reduced staffing on holidays consistent with
15 weekend staffing requirements. Volunteers will be sought first for holiday staffing by rotating
16 through the list of employees by classification and seniority. If there are insufficient volunteers,
17 employees will be selected by the County using a rotation process. Employees may exchange
18 assigned holidays so long as the County incurs no additional costs. Employees proposing the
19 exchange must notify their supervisor in writing not less than fourteen (14) days in advance of the
20 holiday. Any exchange of holiday assignments will obligate both employees to work those days
21 which they have exchanged.

1 **ARTICLE 7: VACATIONS**

2 **7.1 Vacation Leave Accrual Schedule:**

3 A. Regular, probationary, provisional and term-limited temporary employees hired after July
4 10, 1996 shall accrue vacation leave benefits as described in the following table:

Full Years of Service	Equivalent/ Pro-Rated days (7.2 hours/day)	
Upon hire through end of Year 5	12	
Upon beginning of Year 6	15	
Upon beginning of Year 9	16	
Upon beginning of Year 11	20	
Upon beginning of Year 17	21	
Upon beginning of Year 18	22	
Upon beginning of Year 19	23	
Upon beginning of Year 20	24	
Upon beginning of Year 21	25	
Upon beginning of Year 22	26	
Upon beginning of Year 23	27	
Upon beginning of Year 24	28	
Upon beginning of Year 25	29	
Upon beginning of Year and beyond 26	30	

24 B. Regular employees hired on or before July 10, 1996 shall accrue vacation leave
25 benefits as described in the following table:

County Vacation Accrual Schedules

Employees hired on or before July 10, 1996 in the Department of Youth Services

Beginning Years of Active Service	Annual Leave in Days Per Year (7.2 Hour/Days)	Annual Leave in Hours	Accrual Rate Per Pay Day 78 Hrs. Semi-monthly Schedule	Hourly Accrual Rate (78 hrs. Semi-monthly Schedule)
Upon hire through 12 mos.	12	86.40	3.60	0.0462
Beginning of year 2	12	86.40	3.60	0.0462
Beginning of year 3	12	86.40	3.60	0.0462
Beginning of year 4	15	120.00	5.00	0.0642
Beginning of year 5	15	120.00	5.00	0.0642
Beginning of year 6	15	120.00	5.00	0.0642
Beginning of year 7	15	120.00	5.00	0.0642
Beginning of year 8	15	120.00	5.00	0.0642
Beginning of year 9	15	120.00	5.00	0.0642
Beginning of year 10	15	120.00	5.00	0.0642
Beginning of year 11	20	144.00	6.00	0.0770
Beginning of year 12	20	144.00	6.00	0.0770
Beginning of year 13	20	160.08	6.67	0.0856
Beginning of year 14	20	160.08	6.67	0.0856
Beginning of year 15	20	160.08	6.67	0.0856
Beginning of year 16	20	160.08	6.67	0.0856
Beginning of year 17	20	160.08	6.67	0.0856
Beginning of year 18	20	160.08	6.67	0.0856
Beginning of year 19	23	165.60	6.90	0.0885
Beginning of year 20	24	172.80	7.20	0.0924

County Vacation Accrual Schedules				
Employees hired on or before July 10, 1996 in the Department of Youth Services				
Beginning Years of Active Service	Annual Leave in Days Per Year (7.2 Hour/Days)	Annual Leave in Hours	Accrual Rate Per Pay Day 78 Hrs. Semi-monthly Schedule	Hourly Accrual Rate (78 hrs. Semi-monthly Schedule)
Beginning of year 21	25	180.00	7.50	0.0962
Beginning of year 22	26	187.20	7.80	0.1001
Beginning of year 23	27	194.40	8.10	0.1039
Beginning of year 24	28	201.60	8.40	0.1078
Beginning of year 25	29	208.80	8.70	0.1116
Beginning of year 26	30	216.00	9.00	0.1154
Maximum Vacation Balance allowable is 60 days				

7.2. **Part-time Employees:** Regular, probationary, provisional and term-limited temporary employees who work a part-time schedule shall accrue vacation leave in accordance with the leave schedule set forth in 7.1; provided, however, such accrual rates shall be prorated to reflect his/her normally scheduled work week.

7.3. **Vacation Accrual:** Employees eligible for vacation leave shall accrue vacation leave from their date of hire. Employees may accrue vacation leave each pay-period which may not be used until earned.

7.4. **Vacation Eligibility:** Employees eligible for vacation leave shall not be eligible to take or be paid for vacation leave until they have successfully completed their first six (6) months of County service in a paid leave eligible position, and if they leave County employment prior to successfully completing their first six (6) months of County service, shall forfeit and not be paid for accrued vacation leave.

7.5. **Vacation Payout:** Employees eligible for vacation leave shall be paid for accrued

1 vacation leave to their date of separation up to the maximum accrual amount if they have successfully
2 completed their first six (6) months of County service in a paid leave eligible position. Payment shall
3 be the accrued vacation leave multiplied by the employee's rate of pay in effect upon the date of
4 leaving County employment less mandatory withholdings.

5 **7.6 Vacation Requests:**

6 A. One vacation preference request will be granted for a single period of consecutive
7 work days off for vacation for a period beginning April 1 and ending the following March 31. Such
8 request must be received by the County no later than March 1. The vacation preference request shall
9 be made on a DCFM form. The vacation preference request shall be granted on the basis of seniority
10 within each classification provided that essential facility operations are properly staffed at all times.
11 Employees will be notified by April 1 in regard to approval or disapproval of their requests.

12 B. Vacation requests received after March 1 shall be considered and approved on the
13 basis of date of request. Employees shall be advised within thirty (30) days of the date of the request
14 as to approval or disapproval of the request.

15 **7.7 Maximum Accrual:** Employees eligible for vacation leave may accrue up to sixty (60)
16 days vacation prorated to reflect their normally scheduled work-day. Employees eligible for vacation
17 leave shall use vacation leave beyond the maximum accrual amount prior to December 31 of each
18 year. Failure to use vacation leave beyond the maximum accrual amount will result in forfeiture of
19 the vacation leave beyond the maximum amount unless the manager/designee has approved a
20 carryover of such vacation leave because of cyclical workloads, work assignments or other reasons as
21 may be in the best interests of the County.

22 **7.8 Payout on Separation due to Death:** In cases of separation from County employment by
23 death of an employee with accrued vacation leave and who has successfully completed his/her first
24 six (6) months of County service in a paid leave eligible position, payment of unused vacation leave
25 up to the maximum accrual amount shall be made to the employee's estate, or, in applicable cases, as
26 provided for by state law, RCW Title 11.

27 **7.9 Vacation rate on Return:** If a regular employee eligible for vacation leave resigns from
28 County employment or is laid off and subsequently returns to County employment within two (2)

1 years from such resignation or layoff, as applicable, the employee's prior County service shall be
2 counted in determining the vacation leave accrual rate under 7.1.

3 **7.10 Partial Payments:** Vacation leave may be used in quarter (1/4) hour increments.

4 **7.11 Limited use on Probation:** Employees who are in a probationary period as a result of
5 promotion shall be entitled to use vacation time accrued in their prior position while they are in a
6 probationary status in their new position subject to the approval of the manager/designee.

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1 **ARTICLE 8: SICK LEAVE**

2 **8.1 Sick Leave:** Regular, probationary, provisional and term-limited temporary employees will
3 accrue sick leave benefits at the rate of 0.04616 hours for each hour in pay status exclusive of overtime
4 up to a maximum of eight (8) hours per month. Except, that sick leave will not begin to accrue until the
5 first of the month following the month in which the employee commenced employment. The employee
6 is not entitled to sick leave if not previously earned.

7 **8.2 Vacation as an extension of Sick Leave:** During the first six (6) months of service in a paid
8 leave eligible position, eligible employees may, at the manager/designee's discretion, use any accrued
9 days of vacation leave as an extension of sick leave. If an employee does not work a full six (6) months
10 in a paid leave eligible position, any vacation leave used for sick leave must be reimbursed to the
11 County upon termination.

12 **8.3 Partial Day Increments:** Sick leave may be used in one quarter (1/4) hour increments.

13 **8.4 Unlimited Accrual:** There will be no limit to the hours of sick leave benefits accrued by
14 paid leave eligible employee.

15 **8.5 Restoration following Separation:** Separation from employment except by reason of
16 retirement, layoff for non-disciplinary medical reasons, will cancel all sick leave accrued to the paid
17 leave eligible employee as of the date of separation. Should a regular employee resign in good standing,
18 be laid off or separated for non-disciplinary medical reasons and return to County employment within
19 two (2) years, his/her accrued sick leave will be restored.

20 **8.6 Pay upon Separation:** A paid leave eligible employee who has successfully completed at
21 least five (5) years of County service and who retires as a result of length of service or who separates by
22 reason of death will be paid, or his/her estate as provided for by RCW Title 11, as applicable, an amount
23 equal to thirty-five percent (35%) of his/her unused, accumulated sick leave multiplied by the
24 employee's rate of pay in effect upon the date of leaving County employment, less mandatory
25 withholdings.

26 **8.7 Leave Without Pay for Health Reasons:** An employee must use all of his/her sick leave
27 before taking unpaid leave for his/her own health reasons. If the injury is compensable under the
28 County's workers compensation program, then the employee has the option to augment or not

1 augment time loss payments with the use of his/her accrued sick leave.

2 **8.8 Leave Without Pay for Family Reason:** For a leave for family reasons, the employee
3 will choose at the start of the leave whether the particular leave would be paid or unpaid (see 8.11);
4 but, when an employee chooses to take paid leave for family reasons s/he may set aside a reserve of
5 up to eighty (80) hours of accrued sick leave.

6 **8.9 Use of Vacation Leave as Sick Leave:** An employee who has exhausted all of his/her
7 sick leave may use accrued vacation leave before going on leave of absence without pay, if approved
8 by his/her manager/designee.

9 **8.10 Use of Sick Leave:** Accrued sick leave will be used for the following reasons:

10 A. The employee's bona fide illness; provided, that an employee who suffers an
11 occupational illness may not simultaneously collect sick leave and worker's compensation payments
12 in a total amount greater than the net regular pay of the employee;

13 B. The employee's incapacitating injury, provided that:

14 1. An employee injured on the job may not simultaneously collect sick leave
15 and worker's compensation payments in a total amount greater than the net regular pay of the
16 employee; though an employee who chooses not to augment his/her worker's compensation time loss
17 pay through the use of sick leave will be deemed on unpaid leave status;

18 2. An employee will augment workers compensation payments with the use of
19 accrued sick leave unless s/he notifies the workers compensation office in writing at the beginning of
20 the leave otherwise;

21 3. An employee may not collect sick leave and worker's compensation time
22 loss payments for physical incapacity due to any injury or occupational illness that is directly
23 traceable to employment other than with the County.

24 C. Exposure to contagious diseases and resulting quarantine.

25 D. A female employee's temporary disability caused by or contributed to by
26 pregnancy and childbirth.

27 E. The employee's medical, ocular or dental appointments, provided that the
28 employee's manager/designee has approved the scheduling of sick leave for such appointments.

1 F. To care for the employee's eligible child if the child has an illness or health
2 condition which requires treatment or supervision from the employee;

3 G. To care for other family members, if:

4 1. The employee has been employed by the County for twelve (12) months or
5 more and has worked a minimum of nine hundred thirty-six (936) hours in the preceding twelve (12)
6 months,

7 2. The family member is the employee's spouse or domestic partner, the
8 employee's child, a child of the employee's spouse or domestic partner, the parent of the employee,
9 employee's spouse or domestic partner or an individual who stands or stood in loco parentis to the
10 employee, the employee's spouse or domestic partner; and,

11 3. The reason for the leave is one of the following:

12 a. The birth of a son or daughter and care of the newborn child, or
13 placement with the employee of a son or daughter for adoption or foster care, if the leave is taken
14 within twelve (12) months of the birth, adoption or placement;

15 b. The care of the employee's child or child of the employee's spouse
16 or domestic partner whose illness or health condition requires treatment or supervision by the
17 employee; or

18 c. Care of a family member who suffers from a serious health
19 condition.

20 H. Leave eligible employees who do not qualify for use of sick leave as provided
21 under 8.10.G can use sick leave in the maximum amount of three (3) days per calendar year when an
22 employee is required to care for an immediate family member who suffers from a serious health
23 condition; except, if the immediate family member is a child as defined in 8.13 in which case the use
24 of sick shall not be limited to three (3) days.

25 **8.11 Unpaid Leave:** An employee may take a total of up to eighteen (18) work weeks unpaid
26 leave for his or her own serious health condition, and for family reasons as provided in Sections
27 8.10.F and 8.10.G combined, within a twelve (12) month period. The leave may be continuous,
28 which is consecutive days or weeks, or intermittent, which is taken in whole or partial days as

1 needed. Intermittent leave is subject to the following conditions:

2 **A. Birth or Adoption:** When a leave is taken after the birth or placement of a child
3 for adoption or foster care, an employee may take leave intermittently or on a reduced leave schedule
4 only if authorized by the employee's manager/designee.

5 **B. Reduced Schedules:** An employee make take leave intermittently or on a reduced
6 schedule when medically necessary due to a serious health condition of the employee or family
7 member of the employee; and

8 **C. Temporary Transfer:** If an employee requests intermittent leave or leave on a
9 reduced leave schedule, under Section B. above, that is foreseeable based on planned medical
10 treatment, the manager/designee may require the employee to transfer temporarily to an available
11 alternative position for which the employee is qualified and that has equivalent pay and benefits and
12 that better accommodates recurring periods of leave than the regular position of the employee.

13 **8.11.1 Concurrent Time:** Use of donated leave will run concurrently with the eighteen (18)
14 workweek family medical leave entitlement.

15 **8.11.2 Insurance Premiums:** The County will continue its contribution toward health care
16 during any unpaid leave taken under Section 8.11.

17 **8.11.3 Return to Work from Unpaid Leave:** An employee who returns from unpaid family
18 or medical leave within the time provided in this Article is entitled, subject to layoff provisions, to:

19 A. The same position s/he held when the leave commenced; or

20 B. A position with equivalent status, benefits, pay and other terms and conditions of
21 employment; and

22 C. The same seniority accrued before the date on which the leave commenced.

23 **8.11.4 Failure to Return to Work:** Failure to return to work by the expiration date of the
24 leave of absence may be cause for removal and result in termination of the employee from County
25 service.

26 **8.12 Provider Certification:** The manager/designee and employee is responsible for the
27 proper administration of the sick leave benefit. Verification from a licensed health care provider may
28 be reasonably required to substantiate the health condition of the employee or family member for

1 leave requests.

2 **8.13 Definition of Child:** For purposes of this Article, a child means a biological, adopted or
3 foster child, a step child, a legal ward or a child of an employee standing in loco parentis to the child,
4 who is: under eighteen (18) years of age; or is eighteen (18) years of age or older and incapable of
5 self care because of mental or physical disability.

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1 **ARTICLE 9: GENERAL LEAVES**

2 **9.1 Donation of Leaves:** Donation of vacation leave hours and donation of sick leave hours.

3 **A. Vacation leave hours:**

4 **1. Approval Required:** An employee eligible for paid leave may donate a
5 portion of his/her accrued vacation leave to another employee eligible for leave benefits. Such
6 donation will occur upon written request to and approval of the donating and receiving employee's
7 department director(s), except that requests for vacation donation made for the purposes of
8 supplementing the sick leave benefits of the receiving employee will not be denied unless approval
9 would result in a departmental hardship for the receiving department.

10 **2. Limitations:** The number of hours donated will not exceed the donor's
11 accrued vacation credit as of the date of the request. No donation of vacation hours will be permitted
12 where it would cause the employee receiving the transfer to exceed his/her maximum vacation
13 accrual.

14 **3. Return of Unused Donations:** Donated vacation leave hours must be used
15 within ninety (90) calendar days following the date of donation. Donated hours not used within
16 ninety (90) days or due to the death of the receiving employee will revert to the donor. Donated
17 vacation leave hours will be excluded from vacation leave payoff provisions contained in this Article.
18 For purposes of this Article, the first hours used by an employee will be accrued vacation leave hours.

19 **B. Sick leave hours:**

20 **1. Written Notice Required:** An employee eligible for paid leave may
21 donate a portion of his/her accrued sick leave to another employee eligible for leave benefits upon
22 written notice to the donating and receiving employee's department director(s).

23 **2. Minimum Leave Balance Required (Donor):** No donation will be
24 permitted unless the donating employee's sick leave accrual balance immediately subsequent to the
25 donation is one hundred (100) hours or more. No employee may donate more than twenty-five (25)
26 hours of his/her accrued sick leave in a calendar year.

27 **3. Return of Unused Donations:** Donated sick leave hours must be used
28 within ninety (90) calendar days. Donated hours not used within ninety (90) days or due to the death

1 of the receiving employee will revert to the donor. Donated sick leave hours will be excluded from
 2 the sick leave payoff provisions contained in this Agreement, and sick leave restoration provisions
 3 contained in this Agreement. For purposes of this Article, the first hours used by an employee will be
 4 accrued sick leave hours.

5 **C. No Solicitation:** All donations of vacation and sick leave made under this Article
 6 are strictly voluntary. An employee is prohibited from soliciting, offering or receiving monetary or
 7 any other compensation or benefits in exchange for donating vacation or sick leave hours.

8 **D. Conversion Rate** - All vacation and sick leave hours donated will be converted to
 9 a dollar value based on the donor's straight time hourly rate at the time of donation. Such dollar
 10 value will then be divided by the receiving employee's hourly rate to determine the actual number of
 11 hours received. Unused donated vacation and sick leave will be reconverted based on the donor's
 12 straight time hourly rate at the time of reconversion. An employee eligible for paid leave benefits may
 13 donate accrued vacation and/or sick leave in accordance with procedures set forth under Chapter
 14 3.12.223 of the King County Code (K.C.C.).

15 **9.2 Leave - Organ Donors:** The manager/designee shall allow all employees eligible for paid
 16 leave benefits who are voluntarily participating as donors in life-giving or life-saving procedures such
 17 as, but not limited to, bone marrow transplants, kidney transplants, or blood transfusions to take five
 18 (5) days paid leave, which shall not be charged to sick or vacation leaves.

19 **9.3. Bereavement Leave:**

20 **A.** Employees eligible for paid leave benefits shall be entitled to three (3) working
 21 days of bereavement leave a year, due to death of members of their immediate family.

22 **B.** Employees eligible to accrue paid leave benefits who have exhausted their
 23 bereavement leave, shall be entitled to use sick leave in the amount of three (3) days for each instance
 24 when death occurs to a member of the employee's immediate family.

25 **C.** In cases of family care where no sick leave benefit exists, the employee may use
 26 vacation leave, compensatory time or may be granted leave without pay.

27 **D.** In the application of any of the foregoing provisions, when a holiday or regular day
 28 off falls within the prescribed period of absence, it shall not be charged against the employee's sick

1 leave account nor bereavement leave credit.

2 E. For the purposes of this Section, a member of the immediate family is as follows:
3 spouse, domestic partner, grandparent, parent, child, sibling, child-in-law, parent-in-law, grandchild
4 of the employee, employee's spouse or employee's domestic partner.

5 **9.4 Leave – Examinations:** Employees eligible for paid leave benefits shall be entitled to
6 necessary time off with pay for the purpose of participating in County qualifying or promotional
7 examinations. This shall include time required to complete any required interviews.

8 **9.5 Jury Duty:**

9 A. Employees eligible for paid leave benefits who are ordered on a jury shall be
10 entitled to their regular County pay; provided, that fees for such jury duty are deposited, exclusive of
11 mileage, with the Department of Finance. Employees shall report back to their supervisor on the their
12 next scheduled workday when dismissed from jury service.

13 **9.6 School Volunteer:** Employees eligible for paid leave benefits shall be allowed the use of
14 up to three (3) days of sick leave each year to allow employees to perform volunteer services at the
15 school attended by the employee's child.

1 **ARTICLE 10: HOURS OF WORK AND OVERTIME**

2 **10.1. Standard Schedule:** The standard bi-weekly work period shall consist of seventy-two
3 (72) hours. The normal workday shall be eight (8) hours. Scheduled days off shall be two (2)
4 consecutive days one week and three (3) consecutive days the next week.

5 **10.2. Alternative Schedule:** The parties agree that alternate work schedules may be utilized
6 that are mutually agreed upon in writing by the employee and the manager/designee.

7 **10.3 Overtime Payment:**

8 A. Except as otherwise provided in this Article, employees shall be paid at an
9 overtime rate of time and one-half (1.5X) their regular rate of pay for all compensable hours worked
10 in excess of forty (40) hours per week.

11 B. Overtime work shall require prior approval of the employee's supervisor.

12 **10.4. Compensatory Time:** An employee may request, and with approval of the
13 manager/designee, may receive time off in lieu of overtime pay. Such time to be on a time and one
14 half (1.5X) basis as provided under 10.3.

15 **10.5 Call-Out:** A minimum of four (4) hours at the overtime rate shall be paid for each call-
16 out. Where such overtime exceeds four (4) hours, the actual hours worked shall be compensated at
17 the overtime rates. A call-out shall be defined as that circumstance when an employee, having
18 completed the assigned shift and departed the premises, is requested by the County to return to work.
19 The time actually spent at the workplace shall be compensated for in accordance with this Article.
20 The provisions of this Section shall not apply to meeting and training sessions requiring a return to
21 work.

22 **10.6 Overtime Assignment:** Overtime will be assigned in accordance with Addendum B.
23 The JLMC is authorized to modify Addendum B as necessary.

1 **ARTICLE 11: WORK-OUT-OF-CLASSIFICATION:**

2 11.1 All work out of the employee's regular classification shall be assigned in writing by the
3 manager/designee prior to the work being performed.

4 11.2. An employee may be assigned to work temporarily in another classification. Such
5 temporary assignments may include but are not limited to backfilling vacancies for employees on
6 long-term absences or for positions vacant during the pendency of a recruitment process.

7 11.3. The duration of such assignments shall not exceed six (6) consecutive calendar months;
8 provided that assignments involving backfilling for employees on long-term absences and medical
9 leaves will continue for the duration of the absent employee's leave. Additionally, the County and the
10 Union may mutually agree to extensions of the time limit for other out-of-class assignments.

11 11.4 **Recruitment:**

12 11.4.1 The County will circulate among all employees a description of the nature of the
13 assignment, the duration of the assignment, the applicable hourly wage rate, work schedule, and
14 desirable qualifications. Interested employees will be invited to apply to the appointing authority.

15 11.4.2. The nature of the application, and the selection process will be determined by the
16 County.

17 11.4.3 The manager/designee will make the final decision.

18 11.5. **Compensation:** Employees who work an out of classification shall be compensated as
19 follows.

20 11.5.1. Employees who work an out of classification assignment outside of their normal
21 classification where the pay range is greater than their current classification will receive a five percent
22 (5%) increase or Step 1 of the new classification, whichever is greater.

23 11.5.2. Employees who work an out of classification assignment outside of their normal
24 classification where the pay range is less than their current classification will receive their normal rate
25 of pay for the duration of the assignment.

26 11.6. **Seniority:** Employees who work out of classification shall continue to accrue seniority
27 within their regular classification.

1 **ARTICLE 12: REDUCTION IN FORCE**

2 **12.1 Layoff:** Regular employees selected for layoff as a result of efficiencies, lack of funds
3 and/or a lack of work shall be laid off according to seniority in their classification.

4 **12.2 Seniority Tie-Breaker:** In the event there are two or more regular employees with the
5 same classification seniority, the layoff shall be based upon total employment seniority accrued with
6 DCFM including seniority accrued with the former DYS. If the employment seniority is tied, then the
7 County will decide.

8 **12.3** An employee subject to layoff may bump the least senior person in a lower classification
9 within the YSC unit in which s/he has held regular status if qualified to perform the available work.

10 **12.4 Re-call Rights:** Regular employees laid off shall have recall rights to any vacant
11 position within their classification for up to two (2) years from the date of layoff. In such cases, the
12 seniority status accrued at the time of layoff shall be reinstated when the employee returns to regular
13 employment within the bargaining unit.

14 **12.5 Cash Out Upon Layoff:** Regular employees shall be paid in cash upon layoff from
15 County employment for any vacation accrued or may elect to retain their accrued vacation for one (1)
16 year to be restored to the employee when recalled to work. If the employee is not recalled within one
17 (1) year, a cash payment shall be made for the accrued amount.

1 **ARTICLE 13: GRIEVANCE PROCEDURE**

2 **13.1 Statement of Purpose:** The Union and County recognize the importance and
3 desirability of settling grievances promptly and fairly in the interest of continued good employee
4 relations and morale. To accomplish this, every effort will be made to settle grievances at the lowest
5 level of supervision. Employees will be unimpeded and free from restraint, interference, coercion,
6 discrimination or reprisal in seeking adjudication of their grievances.

7 **13.2 Definitions and Conditions:**

8 **A. Grievance:** A grievance is an allegation made by an employee that the County has
9 not correctly applied the written provisions of this Agreement. Only an aggrieved employee may file
10 a grievance at Step 1; except, the Union representative/designee may file a grievance on behalf of an
11 employee in the event that a provision of Article 12 is allegedly violated. An employee must file a
12 grievance within ten (10) of his/her working days of the event or knowledge of the event.

13 **B. Temporary, provisional, term-limited temporary and probationary employees may**
14 **not grieve a termination.** A regular employee who is promoted but does not successfully complete the
15 probationary period for that position shall have rights back to his/her former position if it is vacant
16 and available. If the regular employee's previous position is not vacant and/or available, the
17 employee will be placed on the recall list.

18 **C. Class Action Grievance:** A class-action grievance is an allegation made by the
19 Union that the County has not correctly applied the written provisions of the Agreement. Only the
20 Union representative/designee may file a grievance form at Step 2 on behalf of affected employees.
21 The Union representative/designee must file the grievance form within fourteen (14) calendar days of
22 the event or knowledge of the event.

23 **D. Grievance Form:** A grievance will include, but is not limited to, the following
24 information: date the grievance was filed by the employee, date the grievance is received by the
25 supervisor/designee, nature of the grievance, when the event occurred, who is affected, identification
26 of the provisions of the Agreement that apply, and the remedy sought.

27 **13.3 Grievance Steps:**

28 **A. Step 1:**

1 1. An employee must file a grievance as provided under 13.2.A and C, with
2 his/her supervisor/designee and provide a copy to his/her elected Union area representative/designee.

3 2. The supervisor will have twenty-one (21) calendar days from receipt of the
4 timely filed written grievance in which to meet with the employee and the elected union area
5 representative or Union president/designee and provide a written response. A copy of the written
6 response will be provided to the meeting attendees, the Union's judicial officer and the employee's
7 division manager.

8 3. If the written response does not resolve the grievance, the Union
9 representative/designee has twenty-one (21) calendar days in which to submit a written request to the
10 employee's division manager/designee for a Step 2 meeting.

11 **B. Step 2:**

12 1. The division manager/designee will have twenty-one (21) calendar days
13 from receipt of the timely written request for a Step 2 meeting in which to meet with the employee
14 and the elected Union area representative and/or Union president/designee and provide a written
15 response. A copy of the written response will be provided to the meeting attendees, the Union's
16 judicial officer and Director of DCFM/designee.

17 2. Class action grievances may be filed as provided under 13.2.B. The
18 meeting will only be with the Union representative/designee and Union president/designee. A copy
19 of the written response will be provided the meeting attendees, the Union's judicial officer and
20 Director of DCFM/designee.

21 3. If the written response does not resolve the grievance, whether such
22 grievance is filed by an employee or is class action, the Union representative/designee has twenty-one
23 (21) calendar days in which to submit a written request for a Step 3 meeting to the Director of DCFM
24 /designee.

25 **C. Step 3:**

26 1. The Director of DCFM/designee will have twenty-one (21) calendar days
27 from the receipt of the timely written request for a Step 3 meeting in which to meet with the employee
28 (unless it is a class action grievance), Union representative/designee and Union president/designee

1 and provide a written response. A copy of the written response will be provided to the meeting
2 attendees, the Union's judicial officer and the Director of OHRM/designee.

3 2. If the written response does not resolve the grievance, the Union
4 representative/designee has thirty (30) calendar days in which to submit a written notification for
5 arbitration to the Director of OHRM/designee.

6 **13.4 Arbitration:**

7 A. In the event that arbitration is timely requested, the parties will meet to select an
8 arbitrator. If they are unable to select an arbitrator, they will request from the Federal Mediation and
9 Conciliation Service (FMCS) a list of five (5) arbitrators. The Union will have the first opportunity
10 to strike from the list furnished by FMCS.

11 B. An arbitrator will have no authority to make a decision or issue a remedy that
12 changes, alters, detracts from or adds to the Agreement. The arbitrator will only have the authority to
13 decide whether the County had or had not correctly applied the written provisions of the Agreement
14 and to award a remedy based on the written provisions of the Agreement.

15 C. The arbitrator's fee and expenses will be paid equally by the parties.

16 D. No matter may be arbitrated which the County has no authority over and/or has no
17 authority to change, or has been processed under dispute resolution procedures not provided under the
18 Agreement.

19 **13.5 Timelines and Forfeiture:** Timelines may be extended by mutual written agreement.

20 **13.6 Alternative Dispute Resolutions:**

21 A. **Unfair Labor Practice:** The parties agree that thirty (30) days prior to filing a
22 unfair labor practice charge with the PERC, the complaining party will notify the other party, in
23 writing, meet, and attempt to resolve the matter unless the deadline for filing with the PERC would
24 otherwise pass or the complaining party is seeking a temporary restraining order as relief.

25 B. **Mediation:** Either party may request mediation following a Step 3 response that
26 does not resolve the grievance. Should both parties agree they will meet with a mediator and try to
27 resolve the grievance. In the event that the grievance is not resolved, the Union will have thirty (30)
28 calendar days from the close of the mediation session in which to submit a written notice for

1 arbitration to the Director of OHRM/designee.

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1 ARTICLE 14: NON-DISCRIMINATION

2 The County or the Union shall not unlawfully discriminate against any employee with respect
3 to compensation, terms, conditions or privileges of employment because of race, color, creed,
4 religion, national origin, age, sex, sexual orientation, marital status, physical, mental or sensory
5 disability. Employees may process a grievance dealing with unlawful discrimination to Step 3 of the
6 grievance procedure as described in Article 13. The parties may mutually agree to proceed to the
7 alternative dispute resolution procedures as described in Article 13. Failing to reach a settlement,
8 employees may take the issues under this Article to the appropriate agency for adjudication.

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1 **ARTICLE 15: WORK SCHEDULE**

2 15.1. All newly established regular workweek schedules (days of work), shifts (hours of
3 work), and vacant positions in the work unit will be posted for at least fourteen (14) consecutive days.
4 Employees within the specific classification will have the opportunity to bid by seniority order for the
5 workweek schedule, shift, or vacancy. Absent adequate interest, the County may assign employees
6 within the classification in the affected work unit to the remaining workweek schedules, shifts or
7 vacancies by using inverse order of seniority.

8 15.2. The manager/designee may temporarily change an employee's workweek and/or shift
9 for planned projects. In the event the employee declines the changed schedule, the least senior
10 employee in the classification will work the changed schedule. Such change will normally require at
11 least two (2) weeks notice to the employee.

12 15.3. The County may temporarily adjust an employee's workweek schedule and/or shift to
13 accommodate unplanned projects, emergency repairs, or temporary changes in the hours of operation
14 of the Youth Services Center and its tenants. Such temporary adjustments shall not exceed four (4)
15 consecutive weeks duration. The County will, when possible, provide at least forty-eight (48) hours
16 advance notice to an employee(s) before implementing a temporary schedule or shift time adjustment.
17 If the notice to the employee(s) is less than forty-eight (48) hours, the first adjusted shift will be paid
18 at the overtime rate of pay. The County will first ask for a qualified volunteer(s). If there is an
19 insufficient number of volunteers, the County will assign an employee(s) by inverse order of
20 seniority.

1 **ARTICLE 16: WORK STOPPAGES AND EMPLOYER PROTECTION**

2 **16.1 No Work Stoppages:** The County and the Union agree that the public interest requires
3 efficient and uninterrupted performance of County services and to this end pledge their best efforts to
4 avoid or eliminate any conduct contrary to this objective. Specifically, the Union shall not cause or
5 condone any work stoppage, including any strike, slowdown, or refusal to perform any customarily
6 assigned duties, sick leave absence which is not bona fide, or other interference with County
7 functions by employees under this Agreement and, should same occur, the Union agrees to take
8 appropriate steps to end such interference. Any concerted action by employees shall be deemed a
9 work stoppage if any of the above activities have occurred.

10 **16.2 Union's Responsibilities:** Upon notification in writing by the County to the Union that
11 any of its members are engaged in work stoppage, the Union shall immediately, in writing, order such
12 members to immediately cease engaging in such work stoppage and provide the County with a copy
13 of such order. In addition, if requested by the County, a responsible official of the Union shall
14 publicly order such employees to cease engaging in such a work stoppage.

15 **16.3 Disciplinary Action:** Any employee who commits any act prohibited in this Article will
16 be subject to the following action or penalties:

17 A. Discharge.

18 B. Suspension or other disciplinary action as may be applicable to such employee.

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1 **ARTICLE 17: TEMPORARY EMPLOYEES**

2 17.1 The starting times, work schedules and work location for temporary employees shall be
3 determined by the manager/designee.

4 17.2 Temporary employees shall not accrue seniority. However, provided there is no break in
5 service, temporary employees who are subsequently hired as regular employees shall be able to apply
6 fifty percent (50%) of straight-time hours worked in temporary positions toward the probationary
7 period required of all new regular employees. Credit for hours worked shall be rounded to the nearest
8 half month.

9 17.3 Temporary employees, except term-limited temporary, shall not be eligible to receive
10 insured benefits or paid leave except if they meet the criteria provided under KCC 3.12.040(C).

11 17.4 Overtime: Temporary employees shall be compensated at one and one-half (1-1/2)
12 times the regular hourly rate of pay for all hours worked in excess of 40 hours in a workweek. The
13 workweek is defined as Sunday through Saturday.

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1 **ARTICLE 18: TIME, SPACE AND PROPERTY**

2 **18.1 Work Time:** Work time shall not be used for Union business, except as authorized by
3 the manager/designee for those Union officers necessary for the processing of grievances or handling
4 representational responsibilities.

5 **18.2 Leave Of Absence:** An employee elected or appointed to office in the Union which
6 requires a part or all of his/her time may be given leave of absence without pay upon application and
7 approval of the manager/designee.

8 **18.3 Facilities:** DCFM space and facilities may be used by the Union for the purpose of
9 holding meetings subject to the established policies governing the use of facilities.

10 **18.4 Material:** DCFM supplies and equipment shall not be used in performing any function
11 related to the activities of the Union.

12 **18.5** The Union may post on County bulletin boards official Union material providing there is
13 sufficient space beyond what is required by the County for "normal" operations.

14 **18.6** The Union may use email for jointly communicating information which the County has
15 an interest such as: general meeting announcements and scheduling, labor/management committee
16 communiqués (agendas, minutes, announcements and scheduling), and other like information.

1 ARTICLE 19: MEDICAL, DENTAL AND LIFE PLAN

2 The County will provide medical, dental, life, disability, and vision benefits for regular,
3 probationary, provisional and term-limited temporary employees and their eligible dependents as
4 determined by the Labor-Management Insurance Committee or its successor.

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1 ARTICLE 20: SAVINGS CLAUSE

2 Should any part hereof or any provision in this Agreement be rendered or declared invalid by
3 reason of any existing or subsequently enacted legislation or by any decree of a court of competent
4 jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the
5 remaining portions hereof; provided, however, upon such invalidation the parties agree to meet within
6 thirty (30) calendar days and negotiate such parts or provisions affected. The remaining parts or
7 provisions of this Agreement shall remain in full force and effect.

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1 **ARTICLE 21: WAGE RATES**

2 **21.1 Pay Ranges:** Pay ranges for each classification is set forth in Addendum A.

3 **21.2 Step Increases:**

4 A. Upon successful completion of a six (6) month probationary period, an employee
5 shall be advanced to the next step. If the probationary period is for one (1) year, the employee shall
6 be advanced to the next step upon satisfactory completion of the first six (6) months of employment.

7 B. Annual step increases will be given after the first increase described in 21.2.A, if
8 the employee's work performance and work habits are satisfactory, and until such time that the
9 employee has reached Step 10. An increase beyond Step 2 is permissive and may be given at the
10 discretion of the manager/designee.


11 **21.3 COLA:** Effective January 1 of each year of the Agreement (2001, 2002, 2003), wage
12 rates in effect on December 31 of the previous year shall be increased by ninety percent (90%) of the
13 CPI-W, All Cities Index, September to September; provided, however, that the amount shall not be
14 less than two percent (2%) nor greater than six percent (6%).

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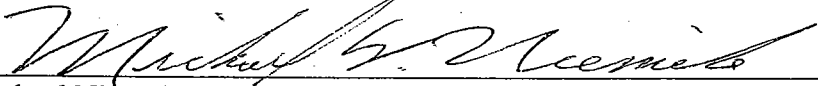
1 ARTICLE 22: DURATION

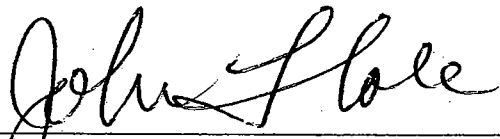
2 This Agreement shall become effective upon full and final ratification and approval by all
3 formal requisite means by the Metropolitan King County Council and the King County Executive and
4 shall be in effect January 1, 2001 through December 31, 2003

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6 APPROVED this 24 day of August, 2001
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11 King County Executive
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15 UNION:

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18 Michael Niemela, President
19 Washington State Council of County and City Employees, Local 2084-FM
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23 John F. Cole, Assistant Director for Staff Services
24 Washington State of County and City Employees, Council 2, AFSCME
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2.1 The Maintenance Supervisor will call the Custodian or Maintenance Constructor as appropriate, rotating through the list of employees by seniority.

2.2 The Maintenance Supervisor will continue calling available employees in the required classification until he/she is able to contact an employee available to perform the work. The Maintenance Supervisor may, at his/her discretion, leave messages and permit responses within a designated time period for employees who do not answer their telephones when called.

2.3 Employees who are not registered on the Overtime Register may be called if there is an insufficient number of registered employees available to perform the overtime work. When such mandatory overtime work is required, the least senior employee in the required classification will be assigned the work.

3. The Maintenance Supervisor will keep a record of employees called for overtime work and their responses

The Joint Labor Management Committee may modify this Addendum by mutual agreement.

MEMORANDUM OF AGREEMENT

BETWEEN

KING COUNTY

AND

WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES

LOCAL 2084-FM

Subject: 2000 Wage Adjustment

The parties agree to provide current members of the bargaining unit with a wage adjustment retroactively for 2000 effective January 1, 2000 in the approximate amount of 2.52% over the 1999 wage rates. The wage adjustment is based on moving the employees from their current wage rates which are based on the County's Standard Salary Schedule for 1999 to the County's Squared Hourly Schedule for the year 2000.

For the Union:

Michael E. Niemela

Michael Niemela, President
Washington State Council of County and City Employees, Local 2084-FM

John F. Cole

John F. Cole, Assistant Director for Staff Services
Washington State of County and City Employees, Council 2, AFSCME

For the County:

[Signature]

King County Executive

MEMORANDUM OF AGREEMENT

BETWEEN

KING COUNTY

AND

WSCCCE, LOCAL 2084FM

Subject: Signing Bonus

Members of the bargaining unit who are employed with King County at the time the membership ratifies the labor agreement will get a one-time only signing bonus of \$200.00, less mandatory deductions; provided, that the labor agreement is ratified by the membership in the first vote. The signing bonus is regardless of the hours worked, and the quantity and quality of work performed by the employee.

For the Union:

Michael V. Niemela

Michael Niemela, President
Washington State Council of County and City Employees, Local 2084-FM

John F. Cole

John F. Cole, Assistant Director for Staff Services
Washington State of County and City Employees, Council 2, AFSCME

For the County:

Donald Ames
King County Executive

Binder Code: 272

**WSCCCE, LOCAL 2084-FM
DEPARTMENT OF
CONSTRUCTION AND FACILITIES MANAGEMENT
Wage Addendum**

Union code 2084F

New Class Code	Classification	Range *
8665	Custodian	30
8604	Facilities Maintenance Constructor	45

* Employees hourly rate will be that rate represented on the King County Squared Hourly Rate Table.
