



**KING COUNTY**

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

**Signature Report**

**December 16, 2008**

**Ordinance 16340**

**Proposed No.** 2008-0627.2

**Sponsors** Gossett

1 AN ORDINANCE approving and adopting the  
2 memorandum of agreement negotiated by and between  
3 King County and unions representing King County  
4 employees addressing the 2009 budget crisis and  
5 establishing the effective date of said agreement.

6

7 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

8 SECTION 1. The memorandum of agreement negotiated between King County  
9 and unions representing King County employees addressing the 2009 budget crisis,  
10 which is Attachment A to this ordinance, and the pages with the signatures indicating  
11 agreement with the memorandum of agreement by various collective bargaining units,  
12 which are Attachment B to this ordinance, are hereby approved and adopted as to any  
13 bargaining unit that has ratified the agreement or memorandum of agreement.

14

15                    SECTION 2. The terms and conditions of the agreement take effect on January 1,  
16                    2009.

17

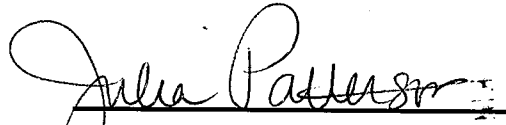
Ordinance 16340 was introduced on 11/17/2008 and passed as amended by the Metropolitan King County Council on 12/15/2008, by the following vote:

Yes: 7 - Ms. Patterson, Mr. Constantine, Ms. Lambert, Mr. von Reichbauer, Mr. Ferguson, Mr. Gossett and Mr. Phillips

No: 0

Excused: 2 - Mr. Dunn and Ms. Hague

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

  
\_\_\_\_\_  
Julia Patterson, Chair

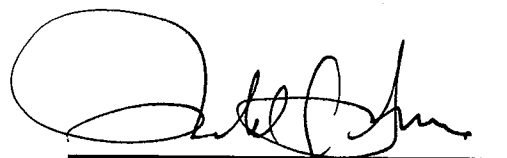
ATTEST:

  
\_\_\_\_\_

Anne Noris, Clerk of the Council

RECEIVED  
2008 DEC 24 AM 9:00  
CLERK  
KING COUNTY COUNCIL

APPROVED this 23 day of December, 2008.

  
\_\_\_\_\_

Ron Sims, County Executive

**Attachments**

A. Memorandum of Agreement by and between King County and Members of the King County Coalition of Unions Addressing the 2009 Budget Crisis, B. Signature pages indicating agreement with the memorandum of agreement by various collective bargaining units

**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS**

WHEREAS the County is experiencing a financial emergency;

WHEREAS, effective January 1, 2009, the County will eliminate hundreds of positions;

WHEREAS a majority of the County's collective bargaining agreements provide for yearly increases based on 90% of the September to September Urban Wage Earners and Clerical Workers Consumer Price index (CPI);

WHEREAS the CPI has historically produced wage increases of between 2% and 3%;

WHEREAS, as the result of the national financial crisis, the County's revenues are significantly restricted while, simultaneously, the CPI will dictate a cost of living adjustment established at 4.88% for 2009;

WHEREAS substantially shutting down all but essential County services for ten days would produce significant savings and preserve employees' COLA, merit and step pay; and

WHEREAS the parties will through this agreement help to preserve essential services and reduce the layoffs necessary during 2009.

NOW THEREFORE, King County and the undersigned unions agree as follows.

1. The County will substantially shut down most of its facilities on the following days during the 2009 calendar year requiring mandated leave by all eligible County employees:

Friday, January 2, 2009  
Friday, February 13, 2009  
Friday, April 10, 2009  
Friday, May 22, 2009  
Friday, June 19, 2009  
Monday, July 6, 2009  
Friday, September 4, 2009  
Monday, October 12, 2009  
Wednesday, November 25, 2009  
Thursday, December 24, 2009

2. Employees that regularly work 80 hours in a two-week pay period will take the above-referenced days off, unpaid, to the extent that they are regularly scheduled to work on those days. To the extent that one or more of the above-referenced days falls on a regularly scheduled day off, the affected employee will schedule alternate furlough day(s) such that the amount of furlough equates to an 80 hour furlough. Employees that regularly work less than 80 hours in a two week pay period will be furloughed on a pro-rated basis. Regular holiday pay will not be impacted.

3. Employees in a position earning \$16.92 per hour or less during the pay period of a mandated leave day may, for that mandated leave day, use their vacation leave or accept donated vacation leave to cover their pay for that day.

4. With approval from management, employees may voluntarily donate vacation leave to employees in a position earning \$16.92 per hour or less or below during the pay period of a mandated leave day for the sole purpose of helping these employees preserve their pay during the mandated leave. Unused donated leave will remain with the donee and will not revert back to the donor.

5. Employees enrolled in the PERS 1 or PERS 2 program who submit letters of intent to retire to the County during calendar years 2009 or 2010 may, for their mandated leave days, use vacation leave. Should any employee who submits such notice not retire during 2009 or 2010, an additional amount of vacation, equal to the number of vacation days that were used for mandated leave in 2009, will be deducted from their leave banks at the end of the respective calendar year.

6. Employees may not perform County work while on a mandated leave day or work additional hours during the workweek to make up for the mandated leave time. Mandatory unpaid leave during the County's shut-down days is non-compensable time under the Washington Minimum Wage Act (WMWA) and the Fair Labor Standards Act (FLSA) and will not count as hours worked towards the overtime threshold; provided that unique issues will be dealt with pursuant to paragraph 11.

7. FLSA exempt employees may not work time in excess of a standard schedule during the weeks that contain mandated leave days. FLSA exempt employees must record the days and hours they worked and the days and hours they did not work during pay periods including a mandatory leave day.

8. Vacation and sick leave accruals will continue during mandated leave days. Where an employee is denied vacation time as the result of the Department's necessity to schedule mandated leave time, the employee may carry over vacation in excess of the cap.

9. Medical, dental, vision and any other insured benefits will be unaffected by the mandated leave except where an employee is on unpaid status for 30 consecutive days or more.

10. Mandatory unpaid leave will not count as a break in service and shall not affect seniority or step advancement. Probationary periods will not be impacted in that mandatory leave days will not add to the length of probation.

11. The applicable union and departmental management will meet as necessary to discuss any other issues related to the implementation of the mandatory leave days, with the goal that all eligible employees will serve equitable mandated leaves. Discussions may include how to implement the mandated leave for employees on alternative work schedules or part-time employees.

12. With approval from management, employees will be permitted to take additional unpaid leave beyond the established mandatory leave days. FLSA-exempt employees must take voluntary unpaid leave in full workweek increments. Hourly employees may take voluntary unpaid leave in hourly increments. Supervisors and managers are strongly encouraged to approve these requests unless operational needs preclude them from doing so. However, unpaid leave days should not be granted if it will result in the need for another employee to work overtime to perform the duties that would otherwise be completed by the employee taking the unpaid leave day(s) or otherwise result in net loss of County revenue.

13. For signatory unions with contracts expired or expiring in 2009, the County will agree to extend the COLA, merit and step wage provisions through 2010.

14. To the extent this agreement conflicts with any provisions of collective bargaining agreements or any County procedures or guidelines, this agreement controls.

15. By October 30, 2008, the County will produce to the unions a list of furlough-ineligible classifications and work units within the Executive Branch. Furloughs for employees, classifications and work units within the Executive Branch will be for no less time and under circumstances not more favorable than the employees furloughed pursuant to this Agreement. The County may make minor adjustments to the October 30, 2008 list as needed for error, emergent circumstances, or King County Council action.

16. The County agrees to provide notice to all impacted County employees about the 2009 mandatory leave as soon as practicable.

17. The County acknowledges and recognizes that as a result of the shut-downs, less work will be performed and that certain delays and/or reductions in service may result. Work expectations shall be commensurate with the reduced schedule.

18. The parties agree that employees furloughed in 2009 will receive the equivalent of the time on furlough in furlough replacement time. One half of the time will be awarded in 2010 and one half in 2011, unless the County is in an officially declared and Council sanctioned financial emergency. Any unused furlough replacement time will expire at the end of the calendar year in which it was provided.


19. The County commits that, with respect to the undersigned parties, these furloughs will avoid additional 2009 layoffs that would otherwise have been necessary. In 2009, however, the County may need to layoff further employees as a result of changed or unforeseen circumstances or seasonal business needs.

20. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this agreement.

21. The parties acknowledge that this agreement is subject to approval by the King County Council.

22. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure; provided that if more than one Union has the same or similar dispute, the grievances shall be consolidated.

APPROVED this 13 day of NOVEMBER, 2008.

By:   
King County Executive

The signatory organization listed below is signing in regards to the:


MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

Service Employees International Union, Local 925

Contract:

Department of Natural Resources & Parks - Parks & Recreation  
[010]

 11/12/08  
\_\_\_\_\_  
Signature

IRENE ELDRIDGE  
\_\_\_\_\_  
Print Name

Service Employees International Union, Local 925

The signatory organization listed below is signing in regards to the:

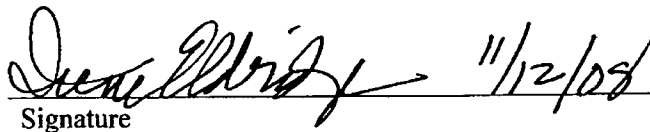
MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

Service Employees International Union, Local 925

Contract:

Department of Executive Services - Facilities Management  
Division [012]

 11/12/09  
\_\_\_\_\_  
Signature

RENE ELDRIDGE  
\_\_\_\_\_  
Print Name

Service Employees International Union, Local 925



The signatory organization listed below is signing in regards to the:

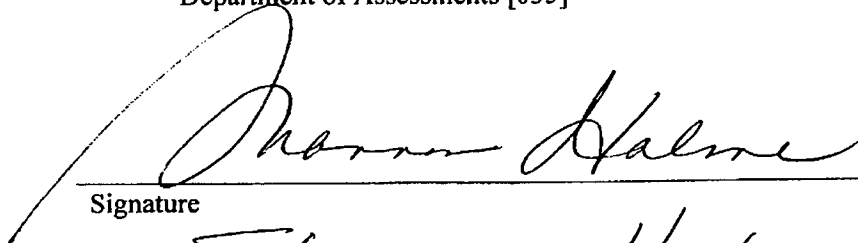
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BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

Office & Professional Employees International Union, Local 8

Contract:

Department of Assessments [035]

  
\_\_\_\_\_  
Signature

  
\_\_\_\_\_  
Print Name

Office & Professional Employees International Union, Local 8

The signatory organization listed below is signing in regards to the:

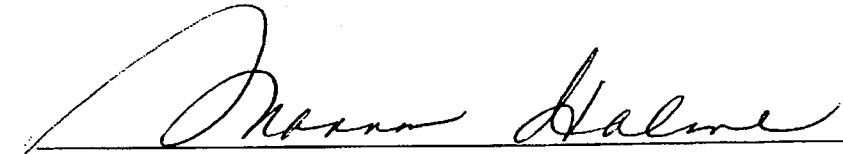
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REGARDING FURLOUGH DAYS

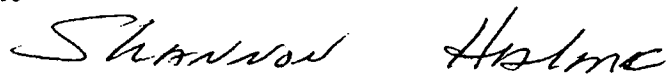
Signatory Organization:

Office & Professional Employees International Union, Local 8

Contract:

Dental - Department of Public Health [037]

  
\_\_\_\_\_  
Signature

  
\_\_\_\_\_  
Print Name

Office & Professional Employees International Union, Local 8

The signatory organization listed below is signing in regards to the:

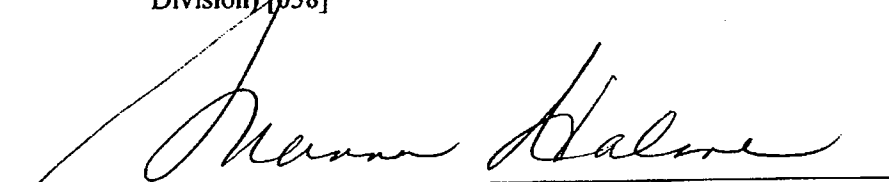
MEMORANDUM OF AGREEMENT  
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KING COUNTY AND  
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ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

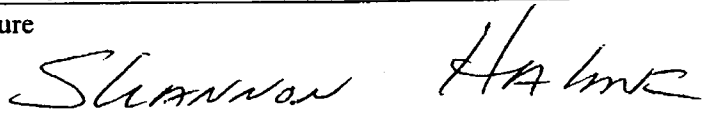
Signatory Organization:

Office & Professional Employees International Union, Local 8

Contract:

Departments: Public Health (Division of Alcohol, Tobacco &  
Other Drugs Prevention), Community & Human Services  
(Mental Health, Chemical Abuse & Dependency Services  
Division) [038]

  
\_\_\_\_\_  
Signature

  
\_\_\_\_\_  
Print Name

Office & Professional Employees International Union, Local 8

The signatory organization listed below is signing in regards to the:


MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

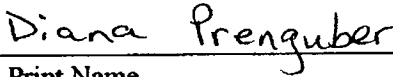
Signatory Organization:

Washington State Council of County and City Employees, Council 2,  
Local 21AD

Contract:

Department of Adult & Juvenile Detention [080]

  
\_\_\_\_\_  
Signature

  
\_\_\_\_\_  
Print Name

Washington State Council of County and City Employees, Council 2,  
Local 21AD

The signatory organization listed below is signing in regards to the:

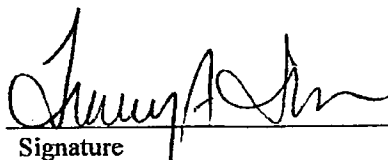
MEMORANDUM OF AGREEMENT  
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KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

International Brotherhood of Teamsters Local 117

Contract:

Administrative Support Employees [110]



Signature

*Tracey A. Thompson Secretary-Treasurer*

Print Name

International Brotherhood of Teamsters Local 117

The signatory organization listed below is signing in regards to the:

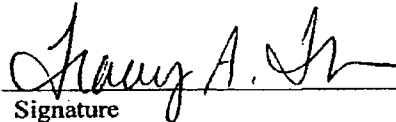
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KING COUNTY AND  
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ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

International Brotherhood of Teamsters Local 117

Contract:

Professional & Technical Employees Unit [150]



Signature

*Tracey A. Thompson Secretary-Treasurer*

Print Name

International Brotherhood of Teamsters Local 117

The signatory organization listed below is signing in regards to the:

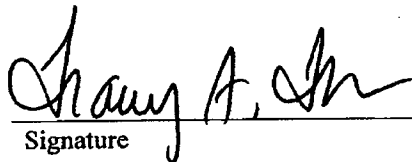
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KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

International Brotherhood of Teamsters Local 117

Contract:

Transit Section Managers - Department of Transportation [152]



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Signature

Tracey A. Thompson Secretary-Treasurer

Print Name

International Brotherhood of Teamsters Local 117

The signatory organization listed below is signing in regards to the:

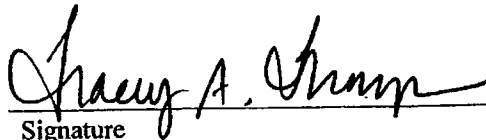
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KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

International Brotherhood of Teamsters Local 117

Contract:

Transit Design and Construction Supervisors, Interest Arbitration  
- Department of Transportation [153]



Signature

Tracey A. Thompson Secretary-Treasurer

Print Name

International Brotherhood of Teamsters Local 117



The signatory organization listed below is signing in regards to the:

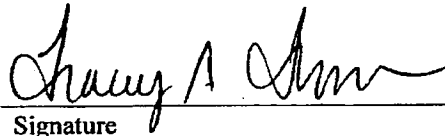
MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

International Brotherhood of Teamsters Local 117

Contract:

Prosecuting Attorney's Office [155]



Signature

*Tracey A. Thompson Secretary-Treasurer*

Print Name

International Brotherhood of Teamsters Local 117

\* Subject to judicial/PAs issues and further review  
to ensure equity and operational feasibility.

The signatory organization listed below is signing in regards to the:

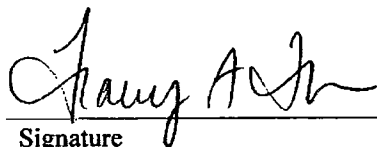
MEMORANDUM OF AGREEMENT  
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KING COUNTY AND  
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ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

International Brotherhood of Teamsters Local 117

Contract:

Wastewater Treatment Division, Section Managers and Assistant  
Managers - Department of Natural Resources & Parks [159]



Signature

*Tracey A. Thompson Secretary-Treasurer*

Print Name

International Brotherhood of Teamsters Local 117

The signatory organization listed below is signing in regards to the:

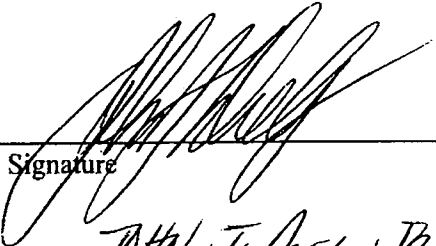
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KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

Animal Control Officers Guild

Contract:

Animal Control - Department of Executive Services (Records &  
Licensing Services) [170]



Signature

Print Name

Animal Control Officers Guild

The signatory organization listed below is signing in regards to the:

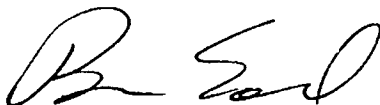
MEMORANDUM OF AGREEMENT  
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KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

Graphic Communications Conference of the International Brotherhood of  
Teamsters Local 767M

Contract:

Print Shop - Graphic Communications; Department of Executive  
Services (Facilities Management Division) [230]



\_\_\_\_\_  
Signature

BRIAN EARL

\_\_\_\_\_  
Print Name

Graphic Communications Conference of the International Brotherhood of  
Teamsters Local 767M

The signatory organization listed below is signing in regards to the:

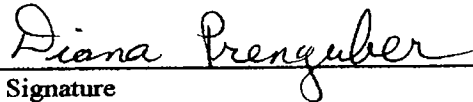
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KING COUNTY AND  
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ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

Washington State Council of County and City Employees, Council 2,  
Local 1652

Contract:

Medical Examiner - Department of Public Health [260]



Signature



Print Name

Washington State Council of County and City Employees, Council 2,  
Local 1652

The signatory organization listed below is signing in regards to the:

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

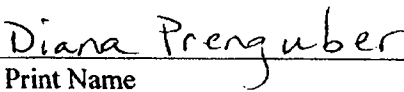
Signatory Organization:

Washington State Council of County and City Employees, Council 2,  
Local 1652M

Contract:

WorkSource - Department of Community & Human Services  
[263]

  
\_\_\_\_\_  
Signature

  
\_\_\_\_\_  
Print Name

Washington State Council of County and City Employees, Council 2,  
Local 1652M

The signatory organization listed below is signing in regards to the:

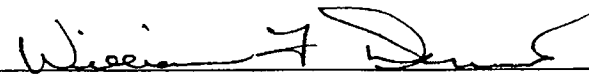
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Signatory Organization:

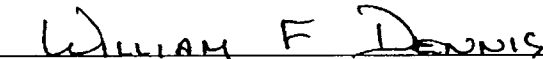
Washington State Council of County and City Employees, Council 2,  
Local 2084-FM

Contract:

Department of Executive Services, Facilities Management  
Division [272]



Signature



Print Name

Washington State Council of County and City Employees, Council 2,  
Local 2084-FM

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KING COUNTY AND  
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ADDRESSING THE 2009 BUDGET CRISIS  
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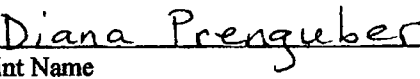
Signatory Organization:

Washington State Council of County and City Employees, Council 2,  
Local 1652R

Contract:

Industrial and Hazardous Waste [275]

  
\_\_\_\_\_  
Signature

  
\_\_\_\_\_  
Print Name

Washington State Council of County and City Employees, Council 2,  
Local 1652R



The signatory organization listed below is signing in regards to the:

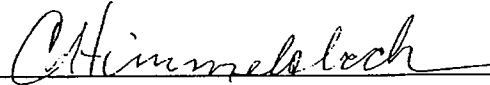
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REGARDING FURLOUGH DAYS

Signatory Organization:

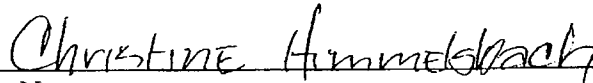
Washington State Nurses Association

Contract:

Supervisors and Managers - Department of Public Health [320]



\_\_\_\_\_  
Signature



\_\_\_\_\_  
Print Name

Washington State Nurses Association

2008-0627

Attachment B  
16340



WASHINGTON STATE  
COUNCIL OF COUNTY AND CITY EMPLOYEES  
AFSCME AFL-CIO

Affiliated with:  
American Federation of State, County & Municipal Employees  
Washington State Labor Council

CHRIS DUGOVICH President/Executive Director

November 12, 2008

Elizabeth Ford  
Labor Relations Director  
King County Administration Building  
Labor Relations  
500 Fourth Avenue, Room 450  
Seattle, WA 98104

RECEIVED

NOV 13 2008

King County  
Labor Relations

RE: Ratification of King County Coalition of Unions Agreement

000 LET 08/11/2

Dear Ms. Ford:

On behalf of the nine bargaining units and 484 King County employees represented by the Washington State Council of County and City Employees, AFSCME, AFL-CIO, we would like to inform you of our support and intent to recommend ratification of the Tentative Agreement between King County and the King County Coalition of Unions Addressing the 2009 Budget Crisis. In fact, three of our bargaining units, Locals 1652, 1652-M and 2084-FM have already ratified the Agreement.

The remainder of the bargaining units will be holding ratification votes as soon as possible, pending completion of open collective bargaining agreements and/or implementation decisions by Superior and District Courts. We will continue to inform you when each of those units has ratified the Agreement.

We look forward to working with you and the various department or Court officials to insure a smooth implementation of this Agreement.

Sincerely,

*Diana Prenguber*

Diana Prenguber  
Staff Representative

*Ethan Fineout*

Ethan Fineout  
Staff Representative

*William F. Dennis*

William F. Dennis  
Director of Research

WASHINGTON STATE COUNCIL OF  
COUNTY AND CITY EMPLOYEES,  
AFSCME, AFL-CIO

cc: Chris Dugovich, President/Executive Director, WSCCCE

# JOINT CRAFTS COUNCIL

AFL-CIO / CTW

SEATTLE KING COUNTY WASHINGTON

GREGORY L. SLAUGHTER, Co-Chair / King County  
TEAMSTERS LOCAL UNION NO. 117  
14675 Interurban Ave. S., Suite 307  
Tukwila, WA 98168  
Phone (206) 441-4860 • Fax (206) 441-3153

JOHN MASTERJOHN, Co-Chair / City of Seattle  
LABORERS LOCAL UNION NO. 1239  
2800 First Avenue, Suite 316  
Seattle, WA 98121  
Phone (206) 443-1239 • Fax (206) 448-0811

November 13, 2008

Ms. Elizabeth Ford  
King County Labor Relations  
King County Administration Bldg.  
500 Fourth Avenue, Suite 450  
Seattle, WA 98104

Via Facsimile Transmittal

Fax # (206) 205-1395

Hard Copy To Follow

350-FAX-081113

**Re: King County Joint Crafts Council – Contract Ratification and Furlough Vote**

Dear Ms. Ford:

Please be advised that the King County Joint Crafts Council (JCC) intends to send out its ballots for ratification of the January 1, 2009 – January 31, 2010 contract and furlough ratification vote on Monday, November 17, 2008. It is anticipated we will have the contract vote results on November 26, 2008. This offer is being presented to the members of the Joint Crafts Council with a recommendation to accept by the member unions of the JCC.

Sincerely,



Gregory L. Slaughter  
Co-Chair / King County

GLS:aj

cc: JCC Member Unions  
Karen Place, Labor Negotiator, King County HRD

November 13, 2008

RECEIVED

NOV 14 2008

King County  
Labor Relations

Liz Ford, Labor Relations Manager  
DES/HRD Labor Relations  
King County Administration Building  
500 Fourth Avenue, Room 450  
Seattle WA 98104-2372

Re: Furlough Days MOU

Ms. Ford-

The Juvenile Detention Guild will be voting its membership on the tentative agreement regarding Furlough Days. We have established voting dates on December 1<sup>st</sup>, 3<sup>rd</sup> and 5<sup>th</sup>. The Guild expects to have all the ballots counted by December 8<sup>th</sup>. This tentative agreement is being presented to our membership with a recommendation to accept from the guild executive board and nominations committee.

Please contact me if you have any further questions.

Sincerely,



Jason Smith, President  
Juvenile Detention Guild

Cc: Jared Karstetter, Legal Counsel  
Rob Sprague, Labor Negotiator



November 12, 2008

RECEIVED

NOV 13 2008

Sent via Fax and Regular Mail

King County  
Labor Relations  
000 FAX 08112-

Liz Ford  
Labor Relations Manager  
DES/HRD-Labor Relations  
King County Administration Building  
500 Fourth Ave, Room 450  
Seattle, WA 98104

Dear Liz:

This letter will confirm that on November 19, 2008, IFPTE Local 17 will be sending out ballots to all King County bargaining unit members to vote on the tentative agreement for the proposed furlough. Ballots will be returned to our office by December 5, 2008. King County will be notified of the results once the ballots have been counted.

Please contact me if you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read 'Behnaz Nelson', written over a horizontal line.

Behnaz Nelson  
Union Representative

cc: Joe McGee, Executive Director  
Whitney Hupf, Local 17 Union Representative  
Jacob Metzger, Local 17 Union Representative  
Janet Parks, Local 17 Union Representative

Email-LetterFW Status of Public Safety Employees Union voting process {Letter}.txt

From: Dustin Frederick [mailto:dustin@local519.org]  
Sent: Thursday, November 13, 2008 1:11 PM  
To: Ford, Liz; Bellam, Deborah; Bann, Amy  
Cc: Oglesby, Kathleen  
Subject: Status of Public Safety Employees Union voting process

Re: King County 2009 Mandated Leave Tentative Agreement--TA

Dear Liz:

Public Safety Employees Union 519 (PSEU) has seven King County contracts. Five of those contracts are voting on the Tentative Agreement and ballots were sent out by U S mail on

Monday November 10th, 2008. Members were instructed to return the ballots as soon as possible. Ballots will be counted on Wednesday afternoon November 19th. Results should be available no later than Friday November 20th, 2008.

Two bargaining units are not voting on the TA for the following reasons:

Civic TV----this bargaining unit is not part of the Executive Branch and is awaiting a proposal from the Legislative Branch regarding the furlough issue.

Communications Center (911 )----this bargaining unit is not voting due to the OCR filed by Local 763.

PSEU has recommended that the TA be approved by all bargaining units that are voting.

Dustin Frederick, Business Manager, PSEU 519

The signatory organization listed below is signing in regards to the:

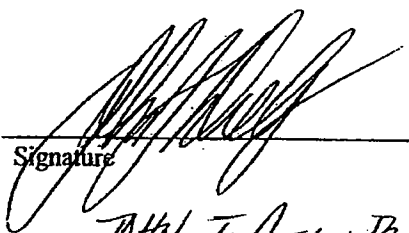
MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

Animal Control Officers Guild

Contract:

Animal Control - Department of Executive Services (Records &  
Licensing Services) [170]

  
\_\_\_\_\_  
Signature

\_\_\_\_\_  
Print Name

Animal Control Officers Guild

The signatory organization listed below is signing in regards to the:

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

Graphic Communications Conference of the International Brotherhood of  
Teamsters Local 767M

Contract:

Print Shop - Graphic Communications; Department of Executive  
Services (Facilities Management Division) [230]



Signature

BRIAN EARLE

Print Name

Graphic Communications Conference of the International Brotherhood of  
Teamsters Local 767M



The signatory organization listed below is signing in regards to the:

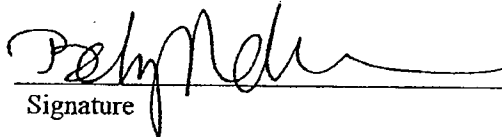
MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

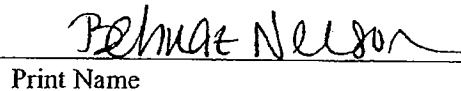
Signatory Organization:

International Federation of Professional & Technical Engineers, Local 17

Contract:

Administrative Support and Rideshare [047]

  
Signature

  
Print Name

International Federation of Professional & Technical Engineers, Local 17

The signatory organization listed below is signing in regards to the:

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

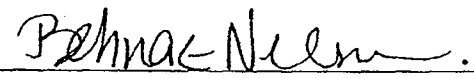
Signatory Organization:

International Federation of Professional & Technical Engineers, Local 17

Contract:

Capital Project Manager - Facilities Management Division,  
Department of Executive Services [049]

  
\_\_\_\_\_  
Signature

  
\_\_\_\_\_  
Print Name

International Federation of Professional & Technical Engineers, Local 17

The signatory organization listed below is signing in regards to the:

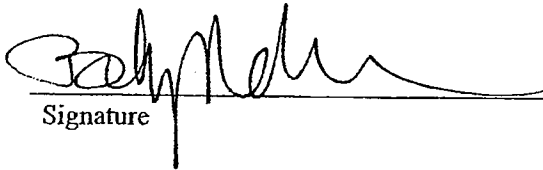
MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

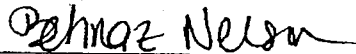
International Federation of Professional & Technical Engineers, Local 17

Contract:

Departments: Development & Environmental Services, Natural  
Resources & Parks, Transportation [040]



Signature



Print Name

International Federation of Professional & Technical Engineers, Local 17

The signatory organization listed below is signing in regards to the:

MEMORANDUM OF AGREEMENT  
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KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
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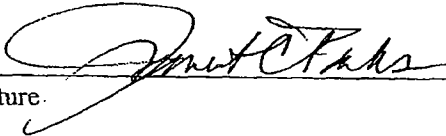
Signatory Organization:

International Federation of Professional & Technical Engineers, Local 17

Contract:

Departments: Public Health, Community & Human Services [060]

Signature



Print Name

Janet C. Parks

International Federation of Professional & Technical Engineers, Local 17

The signatory organization listed below is signing in regards to the:

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

International Federation of Professional & Technical Engineers, Local 17

Contract:

Office of Emergency Management, Department of Executive  
Services; Project/Program Manager III [055]

Signature



Print Name

Jacob Metzger

International Federation of Professional & Technical Engineers, Local 17

The signatory organization listed below is signing in regards to the:

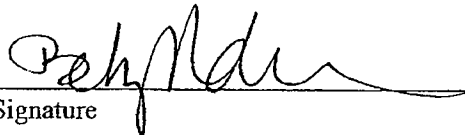
MEMORANDUM OF AGREEMENT  
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KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

International Federation of Professional & Technical Engineers, Local 17

Contract:

Information Technology [048]



A handwritten signature in cursive script, appearing to read "Poh Ndu", written over a horizontal line.

Signature



A handwritten signature in cursive script, appearing to read "Pohma Nelson", written over a horizontal line.

Print Name

International Federation of Professional & Technical Engineers, Local 17

The signatory organization listed below is signing in regards to the:

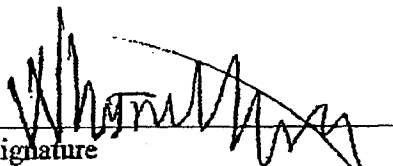
MEMORANDUM OF AGREEMENT  
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MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
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REGARDING FURLOUGH DAYS

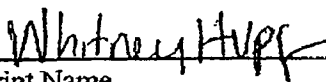
Signatory Organization:

International Federation of Professional & Technical Engineers, Local 17

Contract:

Professional & Technical - Department of Transportation [046]

  
\_\_\_\_\_  
Signature

  
\_\_\_\_\_  
Print Name

International Federation of Professional & Technical Engineers, Local 17

The signatory organization listed below is signing in regards to the:

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

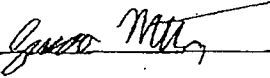
Signatory Organization:

International Federation of Professional & Technical Engineers, Local 17

Contract:

Professional & Technical, Interest Arbitration - Department of  
Transportation, Metro Transit Division [043]

Signature



Print Name

Jacob Metzger

International Federation of Professional & Technical Engineers, Local 17

---

King County Coalition of Unions Regarding 2009 Furlough Days  
000U0208



The signatory organization listed below is signing in regards to the:

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

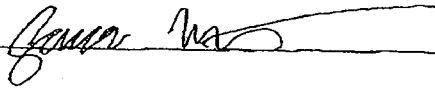
Signatory Organization:

International Federation of Professional & Technical Engineers, Local 17

Contract:

Supervisors - Departments: Executive Services (Facilities  
Management Division), Natural Resources & Parks,  
Transportation [065]

Signature



Print Name

Jacob Metzger

International Federation of Professional & Technical Engineers, Local 17

King County Coalition of Unions Regarding 2009 Furlough Days  
000U0208

The signatory organization listed below is signing in regards to the:

MEMORANDUM OF AGREEMENT  
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KING COUNTY AND  
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REGARDING FURLOUGH DAYS

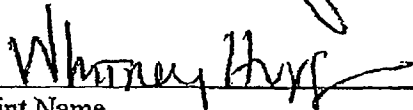
Signatory Organization:

International Federation of Professional & Technical Engineers, Local 17

Contract:

Transit Chiefs - Department of Transportation, Metro Transit  
Division [042]

  
\_\_\_\_\_  
Signature

  
\_\_\_\_\_  
Print Name

International Federation of Professional & Technical Engineers, Local 17

The signatory organization listed below is signing in regards to the:

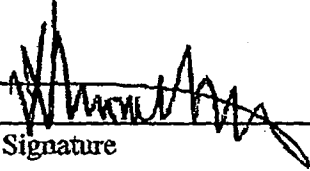
MEMORANDUM OF AGREEMENT  
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KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
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REGARDING FURLOUGH DAYS

Signatory Organization:

International Federation of Professional & Technical Engineers, Local 17

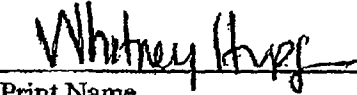
Contract:

Transit Supervisors - Department of Transportation, Metro Transit  
Division [044]



---

Signature



---

Print Name

International Federation of Professional & Technical Engineers, Local 17

King County Coalition of Unions Regarding 2009 Furlough Days

The signatory organization listed below is signing in regards to the:

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

Joint Crafts Council

Contract:

Joint Crafts Council [350]

Gregory L. Slaughter / B7804  
Signature

Gregory L. Slaughter, Co-Chair/King County

Print Name

Joint Crafts Council

The signatory organization listed below is signing in regards to the:

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

King County Juvenile Detention Guild

Contract:

Department of Adult & Juvenile Detention - Juvenile Detention  
[296]

Signature



Print Name

JASON SMITH.

King County Juvenile Detention Guild

The signatory organization listed below is signing in regards to the:

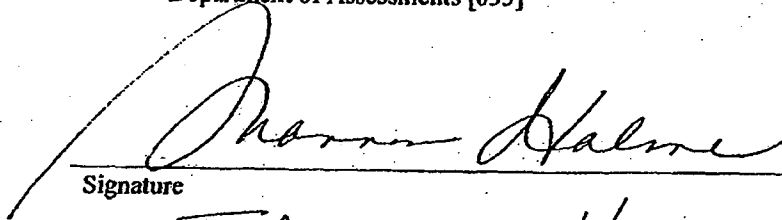
MEMORANDUM OF AGREEMENT  
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KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
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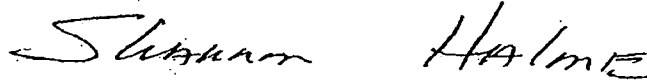
Signatory Organization:

Office & Professional Employees International Union, Local 8

Contract:

Department of Assessments [035]

  
Signature

  
Print Name

Office & Professional Employees International Union, Local 8

The signatory organization listed below is signing in regards to the:

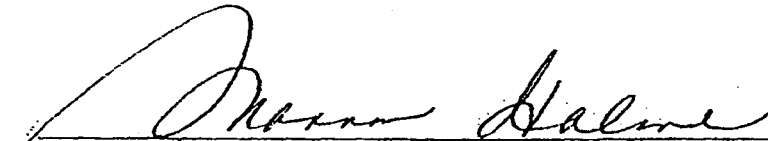
MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS


Signatory Organization:

Office & Professional Employees International Union, Local 8

Contract:

Dental - Department of Public Health [037]

  
Signature

  
Print Name

Office & Professional Employees International Union, Local 8

The signatory organization listed below is signing in regards to the:

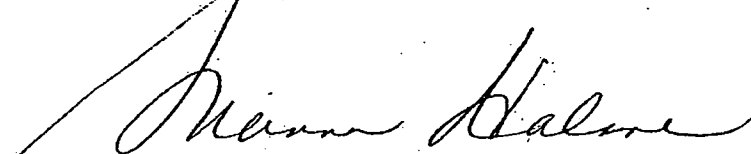
MEMORANDUM OF AGREEMENT  
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KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

Office & Professional Employees International Union, Local 8

Contract:

Departments: Public Health (Division of Alcohol, Tobacco &  
Other Drugs Prevention), Community & Human Services  
(Mental Health, Chemical Abuse & Dependency Services  
Division) [038]



Signature



Print Name

Office & Professional Employees International Union, Local 8



The signatory organization listed below is signing in regards to the:

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

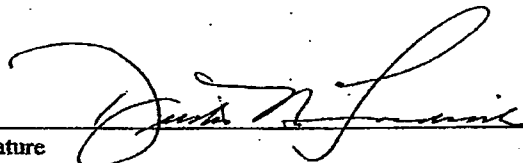
Signatory Organization:

Public Safety Employees Union

Contract:

Department of Adult & Juvenile Detention Management [330]

Signature



Print Name

DUSTIN N. FREDERICK

Public Safety Employees Union

The signatory organization listed below is signing in regards to the:

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

Public Safety Employees Union

Contract:

Fire Marshal - Department of Development & Environmental  
Services [210]

Signature

Print Name

Public Safety Employees Union

The signatory organization listed below is signing in regards to the:

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

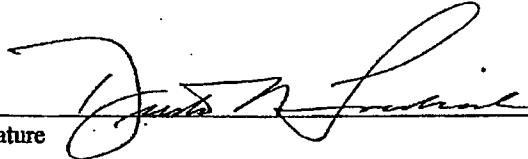
Signatory Organization:

Public Safety Employees Union

Contract:

Legal Administrative Specialists - Department of Judicial  
Administration [021]

Signature



Print Name

DUSTIN N. FREDERICK

Public Safety Employees Union

The signatory organization listed below is signing in regards to the:

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

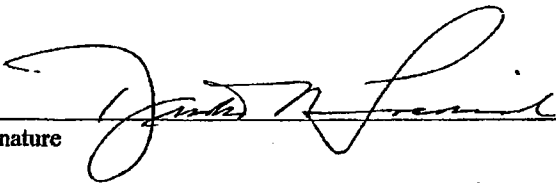
Public Safety Employees Union

Contract:

Non-Commissioned - Departments: Adult & Juvenile Detention,  
Community & Human Services, King County Sheriff's Office  
[190]

Signature

Print Name



DUSTIN N. FREDERICK

Public Safety Employees Union

The signatory organization listed below is signing in regards to the:

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
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REGARDING FURLOUGH DAYS

Signatory Organization:

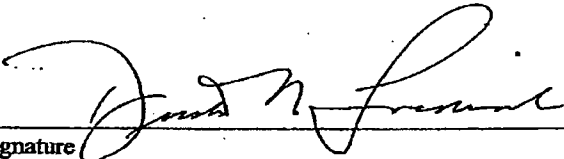
Public Safety Employees Union

Contract:

Superior Court Clerks - Judicial Administration [020]

Signature

Print Name



DUSTIN N. FREDERICK

Public Safety Employees Union

The signatory organization listed below is signing in regards to the:

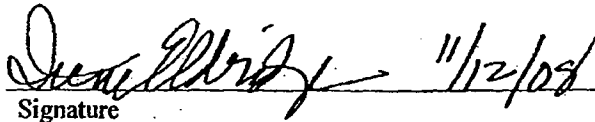
MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

Service Employees International Union, Local 925

Contract:

Department of Executive Services - Facilities Management  
Division [012]

 11/12/09

Signature

RENE ELDRIDGE

Print Name

Service Employees International Union, Local 925

The signatory organization listed below is signing in regards to the:


MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

Service Employees International Union, Local 925

Contract:

Department of Natural Resources & Parks - Parks & Recreation  
[010]

 11/12/08  
\_\_\_\_\_  
Signature

IRENE ELDRIDGE  
\_\_\_\_\_  
Print Name

Service Employees International Union, Local 925

The signatory organization listed below is signing in regards to the:

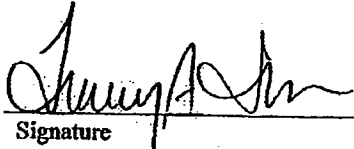
MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

International Brotherhood of Teamsters Local 117

Contract:

Administrative Support Employees [110]



---

Signature

*Tracey A. Thompson Secretary-Treasurer*

---

Print Name

International Brotherhood of Teamsters Local 117



The signatory organization listed below is signing in regards to the:

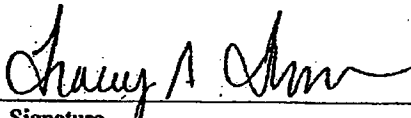
MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

International Brotherhood of Teamsters Local 117

Contract:

Prosecuting Attorney's Office [155]

  
\_\_\_\_\_  
Signature

*Tracey A. Thompson Secretary-Treasurer*

\_\_\_\_\_  
Print Name

International Brotherhood of Teamsters Local 117

*# Subject to judicial/PAG issues and further review  
to ensure equity and operational feasibility.*

The signatory organization listed below is signing in regards to the:

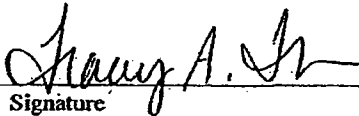
MEMORANDUM OF AGREEMENT  
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KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

International Brotherhood of Teamsters Local 117

Contract:

Professional & Technical Employees Unit [150]

  
Signature

*Tracey A. Thompson Secretary-Treasurer*

Print Name

International Brotherhood of Teamsters Local 117

The signatory organization listed below is signing in regards to the:

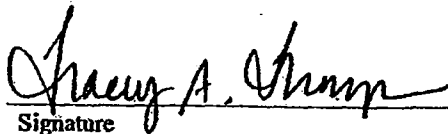
MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

International Brotherhood of Teamsters Local 117

Contract:

Transit Design and Construction Supervisors, Interest Arbitration  
- Department of Transportation [153]



Signature

Tracey A. Thompson Secretary-Treasurer

Print Name

International Brotherhood of Teamsters Local 117

The signatory organization listed below is signing in regards to the:

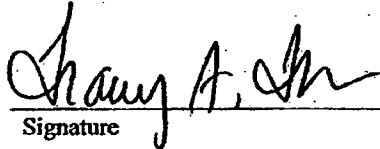
MEMORANDUM OF AGREEMENT  
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KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

International Brotherhood of Teamsters Local 117

Contract:

Transit Section Managers - Department of Transportation [152]



Signature

Tracey A. Thompson Secretary-Treasurer

Print Name

International Brotherhood of Teamsters Local 117

The signatory organization listed below is signing in regards to the:


MEMORANDUM OF AGREEMENT  
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KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

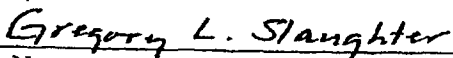
Signatory Organization:

International Brotherhood of Teamsters Local 117

Contract:

Wastewater Treatment Division, Professional & Technical and  
Administrative Support - Department of Natural Resources &  
Parks [156]

  
\_\_\_\_\_  
Signature

  
\_\_\_\_\_  
Print Name

International Brotherhood of Teamsters Local 117

The signatory organization listed below is signing in regards to the:

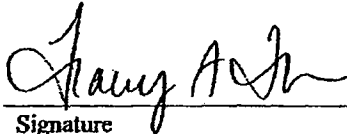
MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

International Brotherhood of Teamsters Local 117

Contract:

Wastewater Treatment Division, Section Managers and Assistant  
Managers - Department of Natural Resources & Parks [159]



Signature

*Tracey A. Thompson Secretary-Treasurer*

Print Name

International Brotherhood of Teamsters Local 117

The signatory organization listed below is signing in regards to the:

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

International Brotherhood of Teamsters Local 117

Contract:

Wastewater Treatment Division, Supervisors - Department of  
Natural Resources & Parks [157]

GL Slaughter  
Signature

Gregory L. Slaughter  
Print Name

International Brotherhood of Teamsters Local 117

The signatory organization listed below is signing in regards to the:

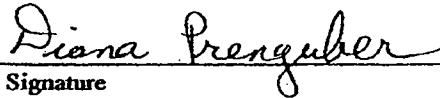
MEMORANDUM OF AGREEMENT  
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KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

Washington State Council of County and City Employees, Council 2,  
Local 1652

Contract:

Medical Examiner - Department of Public Health [260]



Signature



Print Name

Washington State Council of County and City Employees, Council 2,  
Local 1652



The signatory organization listed below is signing in regards to the:


MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

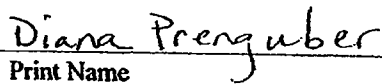
Signatory Organization:

Washington State Council of County and City Employees, Council 2,  
Local 1652M

Contract:

WorkSource - Department of Community & Human Services  
[263]

  
Signature

  
Print Name

Washington State Council of County and City Employees, Council 2,  
Local 1652M

The signatory organization listed below is signing in regards to the:

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

Washington State Council of County and City Employees, Council 2,  
Local 1652R

Contract:

Industrial and Hazardous Waste [275]

*Diana Prenguber*

Signature

Diana Prenguber

Print Name

Washington State Council of County and City Employees, Council 2,  
Local 1652R

The signatory organization listed below is signing in regards to the:


MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

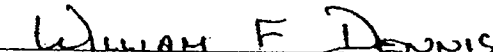
Signatory Organization:

Washington State Council of County and City Employees, Council 2,  
Local 2084-FM

Contract:

Department of Executive Services, Facilities Management  
Division [272]

  
\_\_\_\_\_  
Signature

  
\_\_\_\_\_  
Print Name

Washington State Council of County and City Employees, Council 2,  
Local 2084-FM

The signatory organization listed below is signing in regards to the:

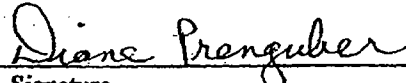
MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
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MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

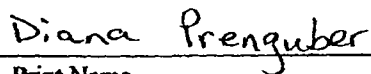
Signatory Organization:

Washington State Council of County and City Employees, Council 2,  
Local 21AD

Contract:

Department of Adult & Juvenile Detention [080]

  
\_\_\_\_\_  
Signature

  
\_\_\_\_\_  
Print Name

Washington State Council of County and City Employees, Council 2,  
Local 21AD

The signatory organization listed below is signing in regards to the:

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

Washington State Council of County and City Employees, Council 2,  
Local 21DC

Contract:

District Court - Wages [090]



Signature

ETHAN FINEOUT

Print Name

Washington State Council of County and City Employees, Council 2,  
Local 21DC

The signatory organization listed below is signing in regards to the:

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

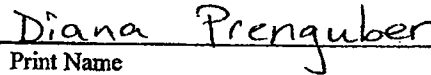
Signatory Organization:

Washington State Council of County and City Employees, Council 2,  
Local 21HD

Contract:

Department of Public Health [070]

  
\_\_\_\_\_  
Signature

  
\_\_\_\_\_  
Print Name

Washington State Council of County and City Employees, Council 2,  
Local 21HD

The signatory organization listed below is signing in regards to the:

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

Signatory Organization:

Washington State Nurses Association

Contract:

Staff Nurses - Department of Public Health [310]

Margaret Conley RN, ARNP 11/26/08  
Signature

Margaret Conley RN, ARNP 11/26/08  
Print Name

Washington State Nurses Association

The signatory organization listed below is signing in regards to the:

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
MEMBERS OF THE KING COUNTY COALITION OF UNIONS  
ADDRESSING THE 2009 BUDGET CRISIS  
REGARDING FURLOUGH DAYS

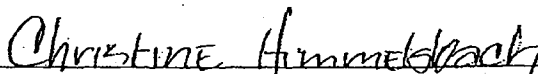
Signatory Organization:

Washington State Nurses Association

Contract:

Supervisors and Managers - Department of Public Health [320]

  
\_\_\_\_\_  
Signature

  
\_\_\_\_\_  
Print Name

Washington State Nurses Association



**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY AND  
THE KING COUNTY PROSECUTING ATTORNEYS ASSOCIATION  
ADDRESSING THE 2009 BUDGET CRISIS**

WHEREAS the County is experiencing a financial emergency;

WHEREAS, effective January 1, 2009, the County will eliminate hundreds of positions;

WHEREAS a majority of the County's collective bargaining agreements provide for yearly increases based on 90% of the September to September Urban Wage Earners and Clerical Workers Consumer Price index (CPI);

WHEREAS the CPI has historically produced wage increases of between 2% and 3%;

WHEREAS, as the result of the national financial crisis, the County's revenues are significantly restricted while, simultaneously, the CPI will dictate a cost of living adjustment established at 4.88% for 2009;

WHEREAS substantially shutting down all but essential County services for ten days would produce significant savings and preserve employees' COLA, merit and step pay; and

WHEREAS the parties will through this agreement help to preserve essential services and reduce the layoffs necessary during 2009.

NOW THEREFORE, King County and the undersigned unions agree as follows.

1. The County will substantially shut down most of its facilities on the following days during the 2009 calendar year requiring mandated leave by all eligible County employees:

Friday, January 2, 2009  
Friday, February 13, 2009  
Friday, April 10, 2009  
Friday, May 22, 2009  
Friday, June 19, 2009  
Monday, July 6, 2009  
Friday, September 4, 2009  
Monday, October 12, 2009  
Wednesday, November 25, 2009  
Thursday, December 24, 2009

2. Employees that regularly work 80 hours in a two-week pay period will take the above-referenced days off, unpaid, to the extent that they are regularly scheduled to work on those days. To the extent that one or more of the above-referenced days falls on a regularly scheduled day off, the affected employee will schedule alternate furlough day(s) such that the amount of furlough equates to an 80 hour furlough. Employees that regularly work less than 80 hours in a two week pay period will be furloughed on a pro-rated basis. Regular holiday pay will not be impacted.

3. Employees in a position earning \$16.92 per hour or less during the pay period of a mandated leave day may, for that mandated leave day, use their vacation leave or accept donated vacation leave to cover their pay for that day.

4. With approval from management, employees may voluntarily donate vacation leave to employees in a position earning \$16.92 per hour or less or below during the pay period of a mandated leave day for the sole purpose of helping these employees preserve their pay during the mandated leave. Unused donated leave will remain with the donee and will not revert back to the donor.

5. Employees enrolled in the PERS 1 or PERS 2 program who submit letters of intent to retire to the County during calendar years 2009 or 2010 may, for their mandated leave days, use vacation leave. Should any employee who submits such notice not retire during 2009 or 2010, an additional amount of vacation, equal to the number of vacation days that were used for mandated leave in 2009, will be deducted from their leave banks at the end of the respective calendar year.

6. Pursuant to Article VIII of the current collective bargaining agreement between the King County Prosecuting Attorney's Office and the King County Prosecuting Attorneys Association, "deputies are expected to work for such periods of time as are necessary to adequately and professionally handle assigned tasks."

7. The salary basis test of the Fair Labor Standards Act and the Washington Minimum Wage Act does not apply to dentists, doctors, or lawyers including Deputy Prosecuting Attorneys that work in the King County Prosecuting Attorney's Office.

8. Vacation and sick leave accruals will continue during mandated leave days. Where an employee is denied vacation time as the result of the Department's necessity to schedule mandated leave time, the employee may carry over vacation in excess of the cap.

9. Medical, dental, vision and any other insured benefits will be unaffected by the mandated leave except where an employee is on unpaid status for 30 consecutive days or more.

10. Mandatory unpaid leave will not count as a break in service and shall not affect seniority or step advancement. Probationary periods will not be impacted in that mandatory leave days will not add to the length of probation.

11. The applicable union and departmental management will meet as necessary to discuss any other issues related to the implementation of the mandatory leave days, with the goal that all eligible employees will serve equitable mandated leaves. Discussions may include how to implement the mandated leave for employees on alternative work schedules or part-time employees.

12. With approval from management, employees will be permitted to take additional unpaid leave beyond the established mandatory leave days. FLSA-exempt employees must take voluntary unpaid leave in full workweek increments. Hourly employees may take voluntary unpaid leave in hourly increments. Supervisors and managers are strongly encouraged to approve these requests unless operational needs preclude them from doing so. However, unpaid leave days should not be granted if it will result in the need for another employee to work overtime to perform the duties that would otherwise be completed by the employee taking the unpaid leave day(s) or otherwise result in net loss of County revenue.

13. For signatory unions with contracts expired or expiring in 2009, the County will agree to extend the COLA, merit and step wage provisions through 2010.

14. To the extent this agreement conflicts with any provisions of collective bargaining agreements or any County procedures or guidelines, this agreement controls.

15. By October 30, 2008, the County will produce to the unions a list of furlough-ineligible classifications and work units within the Executive Branch. Furloughs for employees, classifications and work units within the Executive Branch will be for no less time and under circumstances not more favorable than the employees furloughed pursuant to this Agreement. The County may make minor adjustments to the October 30, 2008 list as needed for error, emergent circumstances, or King County Council action.

16. The County agrees to provide notice to all impacted County employees about the 2009 mandatory leave as soon as practicable.

17. The County acknowledges and recognizes that as a result of the shut-downs, less work will be performed and that certain delays and/or reductions in service may result. Work expectations shall be commensurate with the reduced schedule.

18. The parties agree that employees furloughed in 2009 will receive the equivalent of the time on furlough in furlough replacement time. One half of the time will be awarded in 2010 and one half in 2011, unless the County is in an officially declared and Council sanctioned financial emergency. Any unused furlough replacement time will expire at the end of the calendar year in which it was provided.


19. The County commits that, with respect to the undersigned parties, these furloughs will avoid additional 2009 layoffs that would otherwise have been necessary. In 2009, however, the County may need to layoff further employees as a result of changed or unforeseen circumstances or seasonal business needs.

20. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this agreement.


21. The parties acknowledge that this agreement is subject to approval by the King County Council.

22. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure; provided that if more than one Union has the same or similar dispute, the grievances shall be consolidated.

APPROVED this 9 day of December, 2008.

By:   
King County Executive

SIGNATORY ORGANIZATION:

  
Jennifer Miller  
President  
King County Prosecuting Attorneys Association