



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

February 14, 2017

Ordinance 18455

Proposed No. 2017-0005.1

Sponsors Dembowski

1 AN ORDINANCE approving and adopting the
2 memorandum of agreement regarding "Employee Referral
3 Recognition Pilot Program" negotiated by and between
4 King County and Amalgamated Transit Union, Local 587
5 (Department of Transportation - Transit) representing
6 employees in the department of transportation; and
7 establishing the effective date of said agreement.

8 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

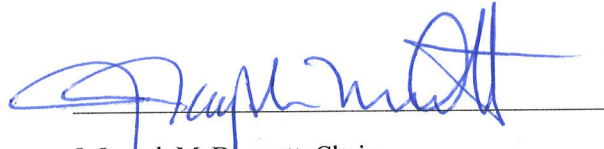
9 SECTION 1. The memorandum of agreement regarding "Employee Referral
10 Recognition Pilot Program" negotiated by and between King County and Amalgamated
11 Transit Union, Local 587 (Department of Transportation - Transit) representing
12 employees in the department of transportation, which is Attachment A to this ordinance,
13 is hereby approved and adopted by this reference made a part hereof.

14 SECTION 2. Terms and conditions of said agreement shall be effective from
15 ratification of the memorandum of agreement, through and including December 31, 2017.
16

Ordinance 18455 was introduced on 1/17/2017 and passed by the Metropolitan King
County Council on 2/13/2017, by the following vote:

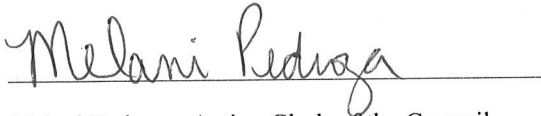
Yes: 9 - Mr. von Reichbauer, Mr. Gossett, Ms. Lambert, Mr. Dunn,
Mr. McDermott, Mr. Dembowski, Mr. Upthegrove, Ms. Kohl-Welles
and Ms. Balducci
No: 0
Excused: 0

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON



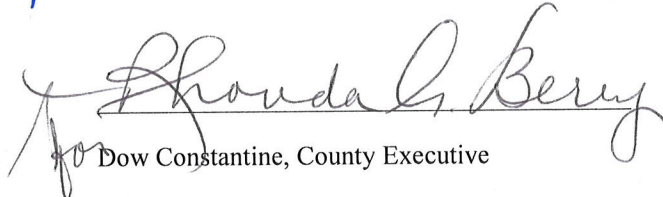
J. Joseph McDermott, Chair

ATTEST:



Melani Pedroza, Acting Clerk of the Council

APPROVED this 24th day of February, 2017.



Dow Constantine, County Executive

RECEIVED
2017 FEB 24 PM 3:47
CLERK
KING COUNTY COUNCIL

Attachments: A. Memorandum of Agreement by and Between King County and Amalgamated Transit
Union, Local 587 Department of Transportation - Transit - Metro

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY
AND
AMALGAMATED TRANSIT UNION, LOCAL 587
DEPARTMENT OF TRANSPORTATION – TRANSIT (METRO)**

SUBJECT: Employee Referral Recognition Pilot Program

Background

1. Because of rapidly expanding service demands, Metro has an emergent need to increase the quantity of applicants for Part-Time Transit Operator positions.
2. Employee referral is a proven method for attracting candidates who are more likely to successfully complete the Part-Time Transit Operator training program and more likely to successfully complete probation as a Part-Time Transit Operator.
3. In order to increase the quantity and quality of Part-Time Transit Operator applicants, Metro desires to increase the number of employee referrals.
4. Metro desires to implement an Employee Referral Recognition Pilot Program and to assess its effectiveness in attracting applicants who are likely to successfully complete Part-Time Transit Operator training and successfully complete probation as a Part-Time Transit Operator.

Agreements

1. Effective upon ratification of this Memorandum of Agreement by the Metropolitan King County Council, there shall be an Employee Referral Recognition Pilot Program (the "Pilot Program").
2. The Pilot Program shall be open to all Union members.
3. The Pilot Program shall remain in effect until December 31, 2017. At that time the program shall expire and employees will no longer be eligible to participate in the Pilot Program.
4. During the duration of the Pilot Program, Metro will evaluate the Pilot Program's effectiveness in increasing the number of successful applicants for Part-Time Transit Operator Positions.
5. Employees who refer a successful applicant to the position of Part-Time Operator shall receive a one-time payment of \$300.00 (the "Recognition Payment"). There is no limit on the number of applicants an employee can refer. There is also no limit on the number of Recognition Payments an employee may earn. However, only one employee may refer any given applicant.

6. The Recognition Payment shall be due upon the referred employee's successful completion of Part-Time Transit Operator training and completion of one full pay period as a Part-Time Transit Operator.

7. The Recognition Payment shall be paid to the referring employee as soon as practicable after it becomes due.

8. Metro has sole authority for determining the timing and methodology of how an applicant notifies Metro of being referred, or in the alternative how a referring employee notifies Metro of having made a referral. For example, to be eligible for a Recognition Payment, Metro may require the referring employee's name or badge number be referenced on the referred applicant's initial application for employment.

9. A Recognition Payment is only made if the referred applicant successfully completes Part-Time Transit Operator training the first time through. For instance, if a referred applicant starts Part-Time Transit Operator training in February and then withdraws or fails that initial training, the referring employee would not be eligible for a Recognition Payment if the same employee were to retake and successfully complete the training in October of 2017.

10. To be eligible to receive a Recognition Payment, an employee must be an employee of King County on the day the Recognition Payment becomes due.

11. The Recognition Payment shall be subject to all applicable payroll taxes and withholding (e.g., income tax, social security and Medicare).

12. If a referred applicant begins training for Part-Time Transit Operator prior to December 31, 2017, but does not begin work as a Part-Time Transit Operator until after December 31, 2017, the referring employee may still receive the Payment.

13. An employee is not eligible for a Recognition Payment if the referred employee has previously worked for Metro as a Transit Operator.

APPROVED this 7 day of December ~~NOVEMBER~~, 2016.

By: Dow Constan
King County Executive

For Amalgamated Transit Union, Local 587:

Kenny McCormick
Kenny McCormick
President/Business Representative