



ADDITIONAL MEETING
MATERIALS
KING COUNTY
LABOR POLICY COMMITTEE

2026-B0017 & B0018

King County Labor Policy Committee History & Current Labor Policies

Labor Policy Committee
October 9, 2026

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B0017 Part 1: LPC Role and Labor Policy History

- Role and origina of the LPC
- How the LPC operates
- Annual Meetings & Reporting
- Brief History of the Labor Policies

B0018 Part 2: Current Labor Policies

- Overview of the seven chapters
- Chapter 1: new and updated policies
- The remaining chapters

Labor Relations Structure per K.C.C. 3.16, adopted in 1994

- Council as LPC sets the labor policy framework
- Executive is the bargaining agent
- Council adopts agreements by ordinance
- Sets forth guiding mission and principles for labor and employee relations

How the LPC Operates

- Meets as it deems necessary
- Does not bargain
- Any councilmember may propose changes by memo to the Clerk
- County clerk compiles adopted policies
- Bargaining representatives have the opportunity to be heard before policy is adopted

Annual Meetings and Reports

Labor Summit

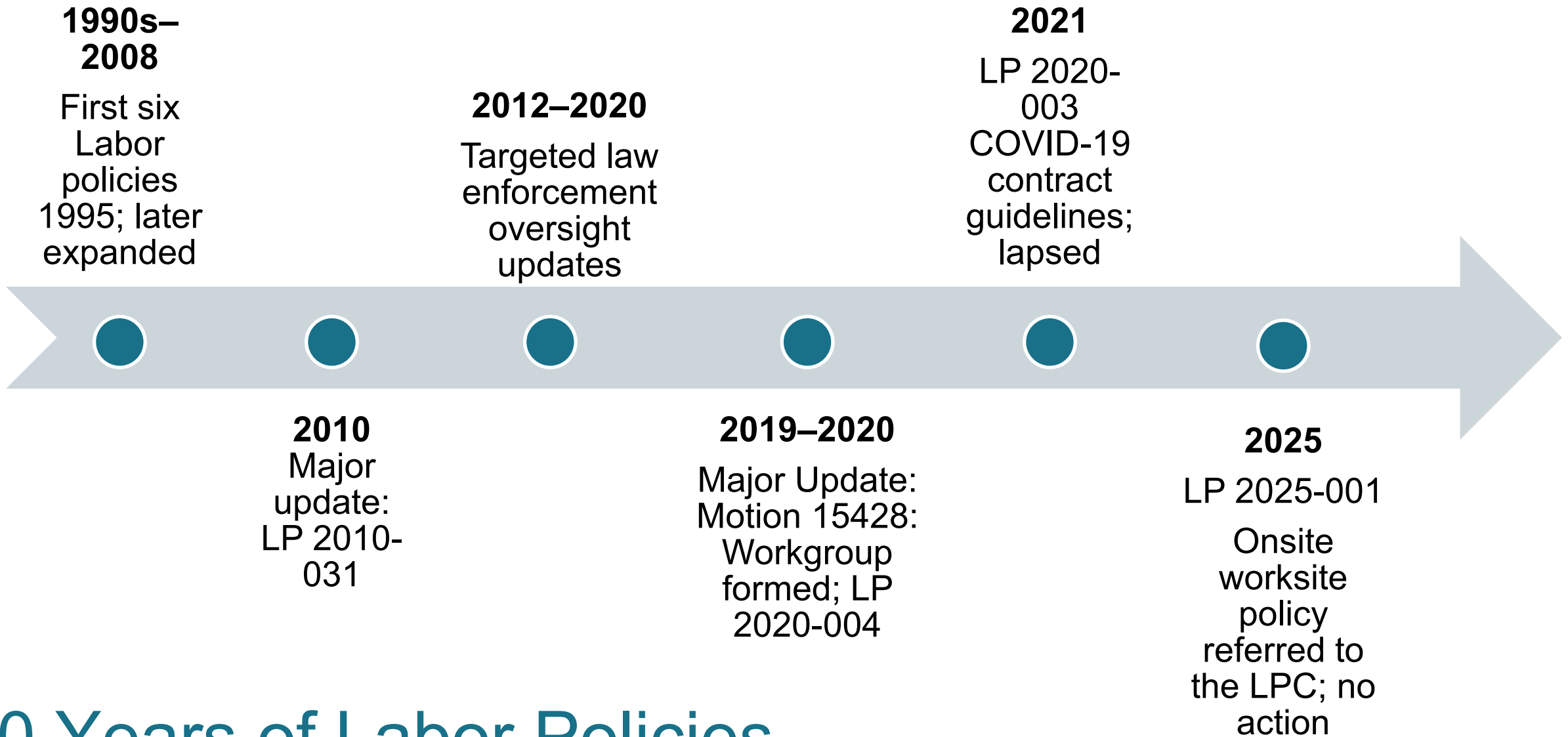
- Convened by the Chair between Jan - June
- Brings together elected officials and labor partners
- 2026 Summit: May 29, 2026

Annual Reporting

- Nonrepresented employee policy report
- Unfair labor practice and arbitration report
- Expiring CBA report and key issues

Recent LPC meetings

- February 20, 2024
- April 16, 2024
- June 18, 2024
- June 26, 2025



30 Years of Labor Policies

The 2019-2020 Update

- Motion 15428 (June 26, 2019) created the labor policies workgroup
- Workgroup: 6 labor, 3 Executive, 3 Council
- LP 2020-004 adopted December 8, 2020
- 6 new policies added; 9 amended

Part 2: Current Labor Policies LP 2020-004

- Overview of the seven chapters
- Chapter 1: new and updated policies
- The remaining chapters

Labor Policies at a Glance

LAB Chapter	Policies	Effect of LP 2020-004
1 Guiding Principles	11	6 new, others updated
2 Labor/Management Committee	2	No changes
3 Mediation and Arbitration	3	Updated
4 Negotiations	1	Updated
5 Compensation and Benefits	3	Updated
6 Changes to the Workforce	3	No changes
7 Sheriff's Office	1	Updated in LP 2020-002

24 policies in 7 chapters

Chapter 1: Six New Policies

Policy	Subject
LAB I-001 Guiding Principles	Dignity and worth of work
LAB I-002 Purpose	Purpose and legal effect
LAB I-003 Being a Model Employer	Employer of choice
LAB I-004 Union and Guild Organizing	Recognizes and supports organizing
LAB I-005 Safety	Respectful, safe, healthy workplaces
LAB I-060 Standardization & Impacts to Business Systems	Standard personnel rules and practices

Chapter 1: Updated Policies

Before LP 2020-004	Updated
LAB I-020 Diversity in the County's Workforce	Equity and Social Justice
LAB I-030 Project Labor Agreements	Community Workforce Agreements
LAB I-040 Performance Evaluations	Employee Performance and Accountability
LAB I-050 Continuous Improvement	Best Run Government

LAB 1-010 Contract Consolidation was not substantially changed

Remaining Chapters

LAB Chapter & # of policies	Focus
2 Labor/Management Committee (2)	Committees and partnerships
3 Mediation and Arbitration (3)	Collaborative dispute resolution & pilot program*
4 Negotiations (1)	Complete negotiations before expiration*
5 Compensation and Benefits (3)	Wages, overtime, benefit cost sharing*
6 Changes to the Workforce (3)	Reductions in force, contracting out
7 Sheriff's Office (1)	Civilian oversight

Full text: Attachment 1, LP 2020-004 compilation of Labor Policies

* updated

Questions and Comments Welcome

Briefings 2026-B0117 and 2026-B0118

