

ORDINANCE NO. 10872

AN ORDINANCE approving and adopting an addendum to the collective bargaining agreement negotiated by and between King County and Joint Crafts Council, representing Construction Craft employees; and establishing the effective date of said Agreement.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. The addendum to the collective bargaining agreement negotiated between King County and the Joint Crafts Council, representing Construction Craft employees in the department of Executive Administration and attached hereto is hereby approved and adopted and by this reference made a part hereof.

SECTION 2. Terms and conditions of said agreement shall be effective from January 1, 1992, through and including December 31, 1994.

INTRODUCED AND READ for the first time this 1st day of June, 1993.

PASSED this 14th day of June, 1993.

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

Audrey Dwyer  
Chair

ATTEST:

Gerald A. Peterson  
Clerk of the Council

APPROVED this 25th day of June, 1993.

Jim Hill  
King County Executive

Attachment:  
Collective Bargaining Agreement

FISCAL NOTE

10872

Ordinance/Motion No. \_\_\_\_\_

Title: Collective Bargaining Agreement - Coalition of Construction Craft Unions

Term of Agreement: January 1, 1992 through December 31, 1994

Affected Agency and/or Agencies: Facilities Management

Note Prepared by: Stephen W. Robinson, Labor Relations Specialist *SW Robinson*

Note Reviewed by: Craig Soper, Budget Supervisor *Craig Soper 4/28/93*

\*\*\*\*\*

Impact of the above legislation on the fiscal affairs of King County is estimated to be:

Revenue to:

Fund Title	Code	Revenue Source	1st Year	2nd Year	3rd Year	4th Year
Total						

Expenditures from:

			1992	1993	1994
Fund Title	Code	Department	1st Year	2nd Year	3rd Year
CX	0010	Facilities Mgmt.	11,093	29,419	42,200
<b>TOTAL</b>			<b>11,093</b>	<b>29,419</b>	<b>42,200</b>

Expenditure by Categories:

		1992	1993	1994
Salaries & Benefits		11,093	29,419	42,200
Supplies & Services				
Capital Outlay				
Other				
<b>TOTAL</b>		<b>11,093</b>	<b>29,419</b>	<b>42,200</b>

## FISCAL NOTE

**Ordinance/Motion Title:** Colective Bargaining Agreement - Coalition of Construction  
Craft Unions

**Affected Agency/Agencies:** Facilities Management

**REVENUE IMPACT:**

Was revenue estimate included in current years budget? n/a

Assumptions used in estimate revenue impact include:

**Expenditure Impact:**

Was expenditure anticipated in current years budget? yes

Assumptions used in estimating expenditure include:

1. COLA
  - 2.79% Effective 1/1/92
  - 2.61% Effective 1/1/93
  - Effective 1/1/94: 90% of the CPI-W, All Cities Index (September 1992 to September 1993) with a minimum of 2% and a maximum of 6%.
2. PERS & FICA @ 15.49%
  - New 4(four) step salary schedule effective 1/1/93 = 1.83%
  - 10 employees
3. Cost of increases are based on levels above 1991 base.

ADDENDUM  
to the  
AGREEMENT  
by and between  
COUNTY OF KING, WASHINGTON  
and  
JOINT CRAFTS COUNCIL  
(Representing Construction Crafts Employees)  
  
January 01, 1992 through December 31, 1994

THIS ADDENDUM is supplemental to the Agreement by and between the COUNTY OF KING, WASHINGTON, hereinafter referred to as the County, and the JOINT CRAFTS COUNCIL, hereinafter referred to as the Council, comprised of certain unions, hereinafter individually referred to as the Union, representing those employees commonly referred to as the Construction Crafts employees employed in the Department of Public Works and the Facilities Management Division of the Department of Executive Administration, and the Parks Division of the Department of Parks, Planning and Resources, and the Seattle/King County Department of Public Health.

It is understood and agreed by and between the County and the Council that:

- I. Effective January 01, 1992, the employees represented by International Union Of Operating Engineers Local 286, Stationary Engineers covered by the terms of that labor agreement by and between the County and the Council commonly referred to as the "Non-Construction Crafts Employees Labor Agreement", shall continue to be covered by all the terms and provisions of such labor agreement up through December 31, 1992; provided however, effective January 01, 1992, the classifications of work and the corresponding hourly rates of pay for each classification represented by International Union of Operating Engineers Local 286, Stationary Engineers shall be as follows:

<u>CLASS CODE</u>	<u>CLASSIFICATION</u>	<u>HOURLY RATES OF PAY</u>
6153	HVAC Engineer I	\$ 15.44
6154	HVAC Engineer II	16.96
6157	Chief HVAC Engineer	17.94

- II. Effective January 01, 1993, in lieu of the provisions of Part I of this ADDENDUM, the employees represented by International Union Of Operating Engineers Local 286, Stationary Engineers who were previously covered by the terms of that labor agreement by and between the County and the Council commonly referred to as the "Non-Construction Crafts Employees Labor Agreement", shall thereupon be covered by all the terms and provisions of this Agreement; provided however, an APPENDIX "J" shall also be incorporated therein, the terms of which shall be as follows:

"APPENDIX "J"

INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 286, STATIONARY ENGINEERS

This APPENDIX is supplemental to that AGREEMENT by and between the County of King, Washington, hereinafter referred to as the County, and the Joint Crafts Council, hereinafter referred to as the Council, comprised of certain Unions including the International Union of Operating Engineers Local 286, Stationary

Engineers, hereinafter referred to as the Union, for that period from January 01, 1992 through December 31, 1994. This Appendix shall apply to those classifications as identified and set forth herein.

J.1 Effective January 01, 1993, the classifications of work and the corresponding hourly rates of pay for each classification covered by this Appendix shall be as follows:

<u>HOURLY RATES OF PAY</u>						
<u>CLASS CODE</u>	<u>PAY RANGE</u>	<u>CLASSIFICATION</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>
			<u>00-06m</u>	<u>07-18m</u>	<u>19-30m</u>	<u>31m +</u>
6153	40(7-10)	HVAC Engineer I	\$14.98	\$15.34	\$15.71	\$16.09
6154	44(7-10)	HVAC Engineer II	16.48	16.89	17.30	17.72
6157	46(7-10)	Chief HVAC Engineer	17.30	17.72	18.15	18.59

\*HVAC Engineer II - This classification is based upon the employee's willingness to rotate on a quarterly basis, through shifts and assignments as required. Facilities management shall post the rotating schedule for the time period covered by the Agreement. The rotating schedule shall contain only one revolving shift (two swings, two graveyards, one day.) In addition, employee must:

- Possess Grade #3 Steam Engineer and Refrigeration Operating Engineer's licenses;
- Be available for (a) call in, (b) call back, and (c) standby for which appropriate premiums would be paid;
- Be qualified or be able to become qualified as a journeyman on computer, mechanical fan or compressor repair, pneumatics.

\*\*Chief HVAC Engineer - This classification and position maintain status quo; provided however, the County may elect to compensate the employee currently occupying the position at a rate in excess of the minimum set forth in the Agreement; provided further that if such is twenty-five percent (25%) or more above the rate established for HVAC Engineer II's, then the provisions of Article VII of the Agreement shall not apply should work beyond the normal workday or workweek be required.

J.1.1 The rates of pay set forth within Section J.1, shall be adjusted to reflect the increase provided for within Section 4.6 in such amount and at such time set forth therein.

J.1.2 Shift Premiums - In lieu of the provisions set forth within Sections 5.3.1 and 5.3.2 employees covered by this Appendix shall receive the following Shift Premiums for only those hours actually worked. Shift Premiums shall not apply to Holiday Pay, Vacation Pay and/or Sick Leave Pay.

Swing Shift .....	\$ 0.30 per hour
Graveyard .....	\$ 0.40 per hour
Saturday/Sunday .....	\$ 0.35 per hour

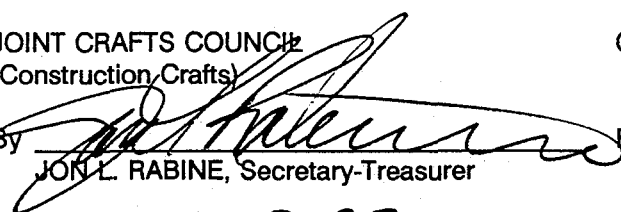
J.2 Filling Of Vacant Shifts - In the event a shift becomes permanently vacant, notice of such vacancy shall be posted on bulletin boards normally accessible and used by the Union. Such notice shall have the date and hour of posting thereon and shall remain posted for seventy-two (72) consecutive hours. Amongst those bargaining unit employees who designate an interest in working the vacant

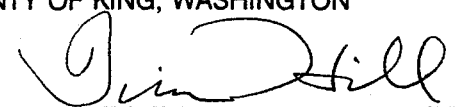
shift by signing the posted notice, the employee having the greatest bargaining unit seniority shall be assigned to the vacant shift; provided however, he shall be qualified to handle the work on that vacant shift. Questions relating to qualifications of an employee who has designated his interest shall be decided through the grievance procedure.

- J.3 Overtime Work - Overtime work shall be divided and rotated as equally as possible amongst those employees who desire overtime work. Employees shall indicate their availability for overtime work by placing their names on the overtime roster which shall be posted in the workplace at all times. The posting of the overtime roster shall be the responsibility of the Chief HVAC Engineer.
- J.4 Vacation Preference - Vacation preference requests for a period beginning March 1st and beginning the following March 1st must be received by Management not later than February 1st of the preceding twelve (12) month period during which the vacation is being requested. Upon receipt of same, a schedule of vacations shall be developed and posted on or before March 1st. Vacation preference requests shall be granted on the basis of bargaining unit seniority provided that essential operations are properly staffed at all times. All vacation requests made after February 1st shall be granted only with the mutual agreement of Management and the employee.
- J.5 Sick Leave - Sick leave may be used in one-half (1/2) hour increments, at the discretion of the Department Manager.
- J.6 Extra Help Employees - Extra-help employees who work holidays do so at the straight-time HVAC Engineer I rate. The County shall, however, contribute to the Retaining Trust Agreement for hours worked by Extra-Help and Temporary Engineers."
- J.7 Recall Rights - Notwithstanding any provision to the contrary as may be contained elsewhere within the Labor Agreement, employees covered by this Appendix shall maintain the right to be recalled to employment with the Employer for a period of two (2) years from the date of layoff.
- J.8 Seniority Rights For Layoff - Notwithstanding any provision to the contrary as may be contained within Sections 10.5 through 10.6.1; HVAC Engineer I and HVAC Engineer II shall be considered to be one classification.

JOINT CRAFTS COUNCIL  
(Construction, Crafts)

COUNTY OF KING, WASHINGTON

By   
JON L. RABINE, Secretary-Treasurer

By   
TIM HILL, King County Executive

Date 04-12-93

Date 5/19/93

INTERNATIONAL UNION OF OPERATING  
ENGINEERS LOCAL 286, STATIONARY  
ENGINEERS

By   
JAN PELROY

Date 4-13-93