

October 13, 1998
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Introduced By:

Brian Derdowski
Kent Pullen
Rob McKenna

Proposed No.:

98-616

ORDINANCE NO. **13309**

AN ORDINANCE authorizing a ten month early start trial period, including an evaluation, for the Factoria transfer station, and approving and adopting memoranda of understanding negotiated by and between King County and Teamsters, Local 117, and Service Employees International Union, Local 6, and a letter of understanding negotiated by and between King County and Teamsters, Local 174, all representing employees in the department of natural resources; adding a new section to K.C.C. chapter 10.10.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

NEW SECTION. SECTION 1. There is hereby added to K.C.C. chapter 10.10

a new section to read as follows:

A. Notwithstanding K.C.C. 10.10.020, beginning within the month after the effective date of this ordinance and continuing for ten months thereafter, the Factoria transfer station shall be open from 6:15 a.m. to 11:30 p.m. Monday through Friday and

1 8:00 a.m. to 5:30 p.m. on weekends. The ten-month trial shall consist of a six-month
2 operational period with concurrent evaluation. After the six-month period, the trial
3 operating hours shall be made permanent by legislative action, or customers shall be notified
4 that the trial operating hours will end. The operating hours authorized by this section are
5 effective for the entire ten-month period.

6 Prior to implementing the early start trial period, the Solid Waste Division shall
7 document existing conditions related to the stated goals of improving customer service,
8 relieving congestion at the Houghton Transfer Station and capturing additional revenue.

9 The yard waste collection area located at the Factoria transfer station shall be open
10 from 5:30 p.m. to 11:30 p.m. for the same ten-month period.

11 SECTION 2. The memoranda of understanding negotiated between King County and
12 the Teamsters, Local 117 and the Service Employees International Union, Local 6, and the

1 letter of understanding negotiated between King County and the Teamsters, Local 174, all
2 representing employees in the department of natural resources, and attached to this
3 ordinance are hereby approved.

4 INTRODUCED AND READ for the first time this 12th day of
5 October, 1998

6 PASSED by a vote of 12 to 0 this 19th day of October
7 1998

8 KING COUNTY COUNCIL
9 KING COUNTY, WASHINGTON

10 Louise Miller
11 Chair

12 ATTEST:

13 Z. Jensen
14 Clerk of the Council

15 APPROVED this 22 day of October, 1998

16 Spalding
17 King County Executive

18 Attachments: 2 Memoranda of Understanding, 1 Letter of Understanding

FACTORIA EARLY START PILOT PROGRAM

by and between

BA **13309**

KING COUNTY SOLID WASTE
and
TEAMSTERS LOCAL UNION NO. 174

The purpose of this Letter of Understanding is to agree temporarily to modify the second shift work hours at the Factoria Transfer Station. The purpose for the change in work hours is to respond to commercial customer needs by addressing an early morning service gap, to relieve customer congestion at the Houghton Transfer Station and to generate additional revenue. As a pilot project, the County will be evaluating whether the change in work hours effectively meets the intended purposes.

The hours of work for the Transfer Stations Operator(s) assigned to the second-shift at the Factoria Transfer Station will be from 3:45 p.m. to 11:45 p.m. The new hours of work will begin sometime after the ordinance is approved. The pilot project is expected to last for approximately ten months from the date the new hours are put into effect.

union rep
FOR THE COMPANY

By *[Signature]*

Robert A. Hasegawa
Secretary-Treasurer

FOR THE EMPLOYER

By *[Signature]*

Robert S. Railton
Labor Negotiator

Dated 8-27-98

Dated 9/8/98

Memorandum of Understanding

by and between

County of King, Washington

and

Service Employees International Union, Local 6

(representing employees in Parks, Pools, Solid Waste & DCFM)

The County of King, Washington, hereinafter referred to as the County and Service Employees International Union, Local 6, hereinafter referred to as the Union agree that the collective bargaining agreement effective August 14, 1996, through August 13, 1999, shall be amended for a ten (10) month pilot project, which will allow a change of operating hours for the Factoria Transfer Station (Solid Waste Division) as follows:

1. Article 9, Section 4A is amended to read "The work schedule for regular full-time scale operators shall be seven (7) consecutive ten (10) hour days followed by seven (7) consecutive days off, but shall not exceed forty (40) hours in any designated workweek, except the Factoria Transfer Station evening shift shall be Monday through Friday, 3:45 p.m. to 11:45 p.m. In the event the County decides to change the hours of operation at any transfer station, the County may notify the Union and the parties will enter into negotiations regarding the work schedules."
2. The Factoria Transfer Station day shift shall be Monday through Friday, 6:00 a.m. to 4:00 p.m., and Saturday and Sunday, 7:45 a.m. to 5:45 p.m.
3. Article 8, Section 7B is amended to read, "Scale Operators who work during the night during the period 3:45 p.m. through 11:45 p.m. shall receive a ten percent (10%) shift differential."
4. In the event a second Scale Operator is assigned to the Factoria Transfer Station during the day shift, that Scale Operator will receive the regular Scale Operator rate of pay; a second Scale Operator assigned to the night shift will receive the regular Scale Operator rate of pay plus a ten percent (10%) shift differential.
5. On-shift Scale Operators will not be penalized for refusing the 6:00 a.m. day shift at Factoria Transfer Station during the pilot project.
6. The Union and the County will meet to discuss and potentially bargain changes to this Memorandum of Understanding no later than six (6) months after the initiation of the pilot project. Changes to this Memorandum of Understanding can be made during the pilot project with mutual agreement of both parties.

- 7. If neither the County nor the Union request to reopen this Memorandum of Understanding prior to the final thirty (30) days of the pilot project, this Memorandum of Understanding will constitute a change to the collective bargaining agreement for the life of the Agreement.

Service Employees International
Union, Local 6

King County Solid Waste

Mark Sails
Date 9/16/98

Dana Kimbrough-Johnson
Date 9/16/98

King County
Office of Human Resources Management

Michael Spaldt
Date 9/17/98

AGREEMENT
by and between
COUNTY OF KING, WASHINGTON
and
TEAMSTERS, LOCAL 117
**(Representing Clerical Employees in King County's Solid Waste Division,
Department of Natural Resources)**

13309 #

THIS AGREEMENT is by and between the COUNTY OF KING, WASHINGTON, hereinafter referred to as the County, and the TEAMSTERS, LOCAL 117, hereinafter referred to as the Union.

WHEREAS, The County wishes to respond to commercial customer needs by addressing early morning service gap for commercial customers identified by the Houghton Customer Service Team, Stakeholder discussions, commercial waste haulers and Factoria Staff;

WHEREAS, The County seeks to improve service for commercial customers and relieve congestion at Houghton;

WHEREAS, The County will generate additional revenue by commercial haulers that currently deliver to Seattle or elsewhere;

WHEREAS, The County will adjust the Factoria Transfer Station hours of operation Monday through Friday start time from 8 AM to 6:15 AM, and closing time from 1 AM to 11:30 PM during a ten (10) month Factoria Early Start pilot program;

WHEREAS, It is understood and agreed by and between the County and the Union that all the terms and conditions of the Labor Agreement and related Memoranda by and between the County and the Union expiring December 31, 1998, remain in effect except for changes hereinafter set forth;

NOW THEREFORE, the Union and the County agree as follows:

- 1.) This Agreement impacts Office Technician positions currently occupied by Janis McWilliams and Linda Hyatt that schedule and dispatch the Transfer Station Operators to the Solid Waste Division's Transfer Stations.
- 2.) This Agreement applies only to the filling of unscheduled vacancies occurring at the Factoria Transfer Station.
- 3.) The impacted employees will check their voice mail at approximately 4:00 AM from their home each day for messages detailing unscheduled vacancies. If no message has been recorded indicating an unscheduled absence from the Factoria Early Start Project, the impacted employee (whomever is on the shift) will receive 15 minutes of compensatory time at the straight time rate or be compensated for 15 minutes of work at the straight time rate at the employee's discretion.

- 4.) If the impacted employees receive a voice mail message indicating an unscheduled absence for the Factoria Early Start Project, the impacted employee will immediately proceed to fill the unscheduled absence.
- 5.) The impacted employee filling the unscheduled absence will be compensated for two (2) hours of premium pay at time and one-half the regular rate of pay for any and all early morning scheduling as described above.
- 6.) The filling of unscheduled absences will not affect the regularly scheduled start time of the impacted employees.
- 7.) The parties signing below have the authority to bind the parties to this Agreement.

I agree on behalf of Teamsters Local 117

13309



John A. Williams
Secretary Treasurer

8/11/18

Date

I agree on behalf of King County:



James J. Johnson
Labor Negotiator

8/13/18

Date