

**AGREEMENT  
By and Between  
King County  
And  
Teamsters Local Union No. 117  
Affiliated with the  
International Brotherhood of Teamsters  
Administrative Support Employees  
Term of Agreement  
January 1, 1999 - December 31, 2001**

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ARTICLE 1:	PURPOSE.....	1
ARTICLE 2:	UNION RECOGNITION AND MEMBERSHIP.....	2
ARTICLE 3:	RIGHTS OF MANAGEMENT.....	4
ARTICLE 4:	HOLIDAYS.....	5
ARTICLE 5:	VACATIONS.....	7
ARTICLE 6:	SICK LEAVE.....	10
ARTICLE 7:	PAID LEAVES.....	14
ARTICLE 8:	WAGE RATES.....	18
ARTICLE 9:	OVERTIME.....	23
ARTICLE 10:	HOURS OF WORK.....	24
ARTICLE 11:	MEDICAL, DENTAL AND LIFE INSURANCE.....	25
ARTICLE 12:	MISCELLANEOUS.....	26
ARTICLE 13:	GRIEVANCE PROCEDURE.....	27
ARTICLE 14:	EQUAL EMPLOYMENT OPPORTUNITY.....	31
ARTICLE 15:	SAVINGS CLAUSE.....	32
ARTICLE 16:	WORK STOPPAGES AND EMPLOYER PROTECTION.....	33
ARTICLE 17:	WAIVER CLAUSE.....	34
ARTICLE 18:	REDUCTION-IN-FORCE/LAYOFF REHIRS.....	35
ARTICLE 19:	POSITION OPENINGS AND JOB BIDDING.....	37
ARTICLE 20:	DURATION.....	38

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**AGREEMENT**  
**BETWEEN**  
**TEAMSTERS LOCAL 117, INTERNATIONAL BROTHERHOOD OF TEAMSTERS**  
**and**  
**KING COUNTY**  
**ADMINISTRATIVE SUPPORT EMPLOYEES**

These Articles constitute an agreement, terms of which have been negotiated in good faith, between KING COUNTY ("the County") and TEAMSTERS LOCAL 117 ("the Union"). This Agreement shall be subject to approval by Ordinance by the Metropolitan King County Council.

**ARTICLE 1: PURPOSE**

The purpose of this Agreement is to promote the continued improvement of the relationship between King County and its employees represented by the Union. The articles of this Agreement set forth the wages, hours and working conditions for the bargaining unit employees.

**ARTICLE 2: UNION RECOGNITION AND MEMBERSHIP**

**Section 1.** The County recognizes the Union as the exclusive collective bargaining representative of all employees whose job classifications are listed in the attached Addendum A and made a part hereof by this reference.

**Section 2.** It shall be a condition of employment that all employees covered by this agreement who are members of the Union in good standing on the effective date of this agreement shall remain members in good standing and those who are not members on the effective date of this agreement shall, on the thirtieth day following the effective date of this agreement, become and remain members in good standing in the Union, or pay fees to the Union to the extent permitted by law. It shall also be a condition of employment that all employees covered by this agreement and hired or assigned into the bargaining unit on or after its effective date shall, on the thirtieth day following the beginning of such employment, become and remain members in good standing in the Union, or pay fees to the Union to the extent permitted by law.

Provided however, that nothing contained in this section shall require an employee to join said Union who can substantiate in accordance with case law bona fide religious tenets or teachings that prohibits the payment of dues or initiation fees to Union organizations. Such employee shall pay an amount of money equivalent to regular union dues and initiation fee; said amounts shall be paid to a non-religious charity or to another charitable organization mutually agreed upon by the employee affected and the bargaining representative to which such public employee would otherwise pay the dues and initiation fee. The public employee shall furnish proof to the Union each month that such payment has been made.

Employees outside of the bargaining unit may be temporarily assigned to work within the bargaining unit for a period not to exceed thirty (30) days.

**Section 3.** The County shall not contract out work which the members of the Union have historically performed unless it is required by law or is a business necessity due to an emergency situation or to augment the workforce on a short-term, temporary basis. Except for emergency situations, the County shall provide notice to the Union of its intent to contract out and, upon request, bargain the decision and/or effects of that decision. Except as provided herein, under no

1 circumstance shall the County agree to any long-term or permanent contracting out of bargaining unit  
2 work. Nothing in this provision shall limit what the County has historically contracted out, and no  
3 jobs will be eliminated due to contracting out.

4 **Section 4. Dues Deduction:** Upon receipt of written authorization individually signed by a  
5 bargaining unit employee, the County shall have deducted from the pay of such employee the amount  
6 of dues and initiation fee or the appropriate fair share payment for temporary employees, as certified  
7 by the Secretary-Treasurer of the Union, and shall transmit the same to the Secretary-Treasurer of the  
8 Union.

9 The Union will indemnify, defend and hold the County harmless against any claims made and  
10 against any suit instituted against the County on account of any check-off of dues for the Union. The  
11 Union agrees to refund to the County any amounts paid to it in error on account of the check-off  
12 provision upon presentation of proper evidence thereof.

13 **Section 5.** The County will require all new employees hired, transferred, or promoted into a  
14 position included in the bargaining unit to complete a form to inform the Union of their hire. One  
15 copy of the form will be retained by County payroll, one copy of the form will be given to the  
16 employee and the original will be sent to the Union. The County will notify the Union of any  
17 employee leaving the bargaining unit.

18 **Section 6.** The County will transmit to the Union a current listing of all employees in the  
19 bargaining unit within thirty (30) days of the Union's request for such a list, not to exceed twice per  
20 calendar year. For all employees performing bargaining unit work, the list shall include the name of  
21 the employee, classification, home address, department and salary.

22 **Section 7.** Failure by an employee to satisfy the requirements of Section 2 shall constitute  
23 cause for dismissal; provided that King County has no duty to act until the Union makes a written  
24 request for discharge and verifies that the employee received written notification of the delinquency  
25 including the amount owing, the method of calculation, and notification that non-payment after a  
26 period of no less than seven (7) days will result in discharge by the County. A copy of each written  
27 notification shall be mailed to the County concurrent with its mailing to the employee.

1 **ARTICLE 3: RIGHTS OF MANAGEMENT**

2        **Section 1.** The Union recognizes the prerogatives of the County to operate and manage its  
3 affairs in all respects in accordance with its responsibilities and powers of authority, subject to the  
4 terms and conditions of this Agreement.

5        **Section 2.** The County shall have the right to discipline and discharge for just cause, the right  
6 to layoff employees for lack of work or funds; or for the occurrence of conditions beyond the control  
7 of the County; or when such continuation of work would be wasteful and unproductive. The County  
8 shall further have the right to hire, appoint, promote, train, assign and direct the workforce; develop  
9 and modify classification specifications, allocate positions to those classifications, determine  
10 reasonable schedules of work, schedule overtime work, and to establish the methods and processes by  
11 which work is performed, the right to establish reasonable rules; and the right to take whatever  
12 actions are necessary in emergencies in order to assure the proper functioning of the Department.

1 **ARTICLE 4: HOLIDAYS**

2 **Section 1.** Employees covered by this Labor Agreement shall be eligible for holidays with  
3 pay as provided by King County Code 3.12.230. Should King County Code be revised, the Union  
4 shall be advised of such revision and if after bargaining regarding the revision, the Union wishes to  
5 adopt such revision, it shall become part of the Labor Agreement. The King County Code provides  
6 as follows:

7 a) Regular, probationary, provisional and term-limited temporary employees shall be  
8 granted the following holidays with pay:

9

10 New Year's Day	January 1 <sup>st</sup>
11 Martin Luther King Jr.'s Birthday	Third Monday in January
12 Presidents' Day	Third Monday in February
13 Memorial Day	Last Monday in May
14 Independence Day	July 4th
15 Labor Day	First Monday in September
16 Veterans' Day	November 11th
17 Thanksgiving Day	Fourth Thursday in Nov.
18 Day after Thanksgiving	
19 Christmas Day	December 25th
20 Two (2) Personal Holidays	

21

22 and any special or limited holidays as declared by the president or governor, and as approved by the  
23 Metropolitan King County Council.

24 **Section 2.** For holidays falling on a Saturday, the Friday before shall be a paid holiday. For  
25 holidays falling on a Sunday, the Monday following shall be a paid holiday.

26 **Section 3.** Personal holidays shall be administered through the vacation plan. One (1) day  
27 shall be available for use on the first of October and one (1) on the first day of November each year.  
28

1           **Section 4.** In addition to the aforementioned holiday benefits provided in King County Code  
2 3.12.230, this Labor Agreement shall provide for the following:

3                   a) Holidays paid for but not worked shall be recognized as time worked for the  
4 purpose of determining weekly overtime.

5                   b) An employee must be in a pay status, either the employee's scheduled work day  
6 before, or employee's scheduled working day after a holiday in order to receive holiday pay. An  
7 employee leaving County employment the day prior to the holiday shall not receive holiday pay.

8                   c) Work performed on holidays shall be paid at one and one-half (1-1/2) times the  
9 regular rate in addition to the regular holiday pay

10                   d) Holiday pay shall be based on the number of hours the employee would normally  
11 have worked on the day the holiday occurs. Employees on flex or alternative work schedules shall be  
12 allowed to adjust their schedules during a holiday week so as to be eligible for holiday pay and part-  
13 time regular employees shall receive pro rated holiday pay based on their normal hours of work per  
14 week divided by five (5). Employees on alternative work schedules/flextime (working four days in  
15 five, or nine days in ten) who take holiday time off in excess of the 7 or 8 hours of holiday provided  
16 shall make up the difference using accrued vacation time.

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**ARTICLE 5: VACATIONS**

**Section 1.** Employees covered by this Labor Agreement shall be eligible for vacations with pay as provided by King County Code 3.12.190. Should King County Code be revised, the Union shall be advised of such revision and if after bargaining regarding the revision, the Union wishes to adopt such revision, it shall become part of the Labor Agreement. The King County Code provides as follows:

a) Regular, probationary, provisional and term-limited temporary employees shall accrue vacation leave for each hour in regular pay status exclusive of overtime as described in the following table:

Full Years of Service		Maximum Total Days
Upon hire through end of Year	5	12
Upon beginning of Year	6	15
Upon beginning of Year	9	16
Upon beginning of Year	11	20
Upon beginning of Year	17	21
Upon beginning of Year	18	22
Upon beginning of Year	19	23
Upon beginning of Year	20	24
Upon beginning of Year	21	25
Upon beginning of Year	22	26
Upon beginning of Year	23	27
Upon beginning of Year	24	28
Upon beginning of Year	25	29
Upon beginning of Year	26 and beyond	30

b) Employees eligible for leave shall accrue vacation leave from their date of hire in a leave eligible position.



1 c) Employees eligible for leave shall not be eligible to take or be paid for vacation  
2 leave until they have successfully completed their first six (6) months of County service in a leave  
3 eligible position, and if they leave County employment prior to successfully completing their first six  
4 (6) months of County service, shall forfeit and not be paid for accrued vacation leave.

5 d) Employees eligible for leave shall be paid for accrued vacation leave to their date  
6 of separation up to the maximum accrual amount if they have successfully completed their first six  
7 months of County service. Payment shall be the accrued vacation leave multiplied by the employee's  
8 regular base rate of pay in effect upon the date of leaving County employment less mandatory  
9 withholdings.

10 e) Employees eligible for leave shall not use or be paid for vacation leave until it has  
11 accrued and such use or payment is consistent with the provisions of this Article.

12 f) No employee eligible for leave shall work for compensation for the County in any  
13 capacity during the time that the employee is on vacation leave.

14 g) In cases of separation from County employment by death of an employee with  
15 accrued vacation leave and who has successfully completed his/her first six (6) months of County  
16 service in a leave eligible position, payment of unused vacation leave up to the maximum accrual  
17 amount shall be made to the employee's estate, or, in applicable cases, as provided for by state law,  
18 RCW Title 11.

19 h) If an employee resigns from a full-time regular or part-time regular position or is  
20 laid off and subsequently returns to County employment within two years from such resignation or  
21 layoff, as applicable, the employee's prior County service shall be counted in determining the  
22 vacation leave accrual rate under Section a.

23 **Section 2.** In addition to the aforementioned vacation benefits provided in King County Code  
24 3.12.190, this Labor Agreement shall provide for the following:

25 a) Overtime eligible employees may use vacation leave in one-quarter (1/4) hour  
26 increments, at the discretion of the manager.

27 b) Employees eligible for leave may accrue up to sixty (60) days vacation pro rated to  
28 reflect their normally scheduled work day. Leave eligible employees shall use vacation leave beyond

1 the maximum accrual amount prior to December 31 of each year. Employees may continue to accrue  
2 additional vacation beyond the maximum specified herein if, as a result of cyclical workloads or work  
3 assignments, accrued vacation will be lost.

4 Employees who leave King County employment for any reason will be paid for their unused  
5 vacation up to the maximum specified herein. Employees shall forfeit the excess accrual prior to  
6 December 31st of each year.

7 c) The Manager shall be responsible for establishing a vacation schedule that  
8 maximizes employee vacation opportunities while achieving the efficient functioning of the unit.

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1 **ARTICLE 6: SICK LEAVE**

2       **Section 1.** Employees covered by this Labor Agreement shall be eligible for sick leave  
3 benefits as provided by King County Code 3.12.220. Should King County Code be revised, the  
4 Union shall be advised of such revision and if after bargaining regarding the revision, the Union  
5 wishes to adopt such revision, it shall become part of the Labor Agreement. The King County Code  
6 provides as follows:

7       **Section 2.** Regular, provisional, probationary and term-limited temporary employees shall  
8 accrue sick leave benefits at the rate of 0.04616 hours for each hour in regular pay status excluding  
9 overtime up to a maximum of eight (8) hours per month. Sick leave shall not begin to accrue until  
10 the first of the month following the month in which the employee commenced employment. The  
11 employee is not entitled to sick leave if not previously earned. If the County adopts a payroll system  
12 that allows sick leave accruals to begin the first day of employment, such change shall become  
13 effective immediately.

14       **Section 3.** During the first six (6) months of service in a leave eligible position, employees  
15 eligible to accrue vacation leave may, at the manager's discretion, use any accrued days of vacation  
16 leave as an extension of sick leave. If an employee does not work a full six (6) months in a leave  
17 eligible position, any vacation leave used for sick leave must be reimbursed to the County upon  
18 termination.

19       **Section 4.** There shall be no limit to the hours of sick leave benefits accrued by an eligible  
20 employee.

21       **Section 5.** Separation from or termination of County employment except by reason of  
22 retirement or layoff due to lack of work, funds, efficiency reasons or separation for non disciplinary  
23 medical reasons, shall cancel all sick leave accrued to the employee as of the date of separation or  
24 termination. Should the employee resign, be separated for non-disciplinary medical reasons or be  
25 laid off and return to County employment within two years, accrued sick leave shall be restored;  
26 provided, that such restoration shall not apply where the former employment was in a term-limited  
27 position.

28       **Section 6.** Employees eligible to accrue leave and who have successfully completed at least

1 five years of County service and who retire as a result of length of service or who terminate by reason  
2 of death shall be paid, or their estates paid for as provided for by RCW Title 11, as applicable, an  
3 amount equal to thirty-five percent (35%) of their unused, accumulated sick leave multiplied by the  
4 employee's rate of pay in effect upon the date of leaving County employment less mandatory  
5 withholdings.

6 **Section 7.** An employee must use all of his or her sick leave before taking unpaid leave for  
7 his or her own health reasons. If the injury is compensable under the County's workers compensation  
8 program, then the employee has the option to augment or not augment time loss payments with the  
9 use of accrued sick leave. For a leave for family reasons, the employee shall choose at the start of the  
10 leave whether the particular leave would be paid or unpaid; but when an employee chooses to take  
11 paid leave for family reasons, he or she may set aside a reserve of up to eighty (80) hours of accrued  
12 sick leave. An employee who has exhausted all of his or her sick leave may use accrued vacation  
13 leave before going on leave of absence without pay, if approved by his or her appointing authority.

14 **Section 8.** Accrued sick leave shall be used for the following reasons:

15 a) The employee's bona fide illness; provided, that an employee who suffers an  
16 occupational illness may not simultaneously collect sick leave and worker's compensation payments  
17 in a total amount greater than the net regular pay of the employee;

18 b) The employee's incapacitating injury, provided that:

19 An employee injured on the job may not simultaneously collect sick leave and  
20 worker's compensation payments in a total amount greater than the net regular pay of the employee;  
21 though an employee who chooses not to augment his or her worker's compensation time loss pay  
22 through the use of sick leave shall be deemed on unpaid leave status;

23 c) An employee who chooses to augment worker's compensation payments with the  
24 use of accrued sick leave shall notify the worker's compensation office in writing at the beginning of  
25 the leave;

26 d) Exposure to contagious diseases and resulting quarantine.

27 e) A female employee's temporary disability caused by or contributed to by  
28 pregnancy and childbirth.

1 f) The employee's medical, ocular or dental appointments, provided that the  
2 employee's supervisor has approved the scheduling of sick leave for such appointments.

3 g) To care for the employees child if the child has an illness or health condition which  
4 requires treatment or supervision from the employee;

5 h) An employee may not collect sick leave for physical incapacity due to any injury  
6 or occupational illness which is directly traceable to employment other than with the County.

7 i) To care for other family members, if:

8 1. the employee has been employed by the County for twelve months or more  
9 and has worked a minimum of one thousand forty hours in the preceding twelve months;

10 2. the family member is the employee's spouse or domestic partner, the  
11 employee's child, a child of the employee's spouse or domestic partner, the parent of the employee,  
12 employee's spouse or domestic partner or an individual who stands or stood in loco parentis to the  
13 employee, the employee's spouse or domestic partner; and

14 3. the reason for the leave is one of the following:

15 A. the birth of a son or daughter and care of the newborn child, or  
16 placement with the employee of a son or daughter for adoption or foster care, if the leave is taken  
17 within twelve months of the birth, adoption or placement;

18 B. the care of the employee's child or child of the employee's spouse  
19 or domestic partner whose illness or health condition requires treatment or supervision by the  
20 employee; or

21 C. Care of a family member who suffers from a serious health  
22 condition.

23 **Section 9.** An employee may take a total of up to eighteen weeks unpaid leave for his or her  
24 own serious health condition, and for family reasons as provided in Sections 8.g and 8.i combined,  
25 within a twelve month period. The leave may be continuous, which is consecutive days or weeks, or  
26 intermittent, which is taken in whole or partial days as needed. Intermittent leave is subject to the  
27 following conditions:

28 a) When leave is taken after the birth or placement of a child for adoption or foster

1 care, an employee may take leave intermittently or on a reduced leave schedule only if authorized by  
2 the employee's appointing authority.

3           b) An employee make take leave intermittently or on a reduced schedule when  
4 medically necessary due to a serious health condition of the employee or family member of the  
5 employee; and

6           c) If an employee requests intermittent leave or leave on a reduced leave schedule  
7 under section b) above, that is foreseeable based on planned medical treatment, the appointing  
8 authority may require the employee to transfer temporarily to an available alternative position for  
9 which the employee is qualified and that has equivalent pay and benefits and that better  
10 accommodates recurring periods of leave than the regular position of the employee.

11           **Section 10.** Use of donated leave shall run concurrently with the eighteen work week family  
12 medical leave entitlement.

13           **Section 11.** The County shall continue its contribution toward health care during any unpaid  
14 leave taken under Section 9.

15           **Section 12.** An employee who returns from unpaid family or medical leave within the time  
16 provided in this Article is entitled, subject to bona fide layoff provisions, to:

17           a) the same position he or she held when the leave commenced; or

18           b) a position with equivalent status, benefits, pay and other terms and conditions of  
19 employment; and

20           c) the same seniority accrued before the date on which the leave commenced.

21           **Section 13.** Failure to return to work by the expiration date of the leave of absence may be  
22 cause for removal and result in termination of the employee from County service.

23           **Section 14.** In addition to the aforementioned sick leave benefits provided in King County  
24 Code 3.12.220, this Labor Agreement shall provide for the following:

25           a) Division management and employees are responsible for the proper administration  
26 of the sick leave benefit.

27           b) Overtime eligible employees may use sick leave in one-quarter (1/4) hour  
28 increments, at the discretion of the manager/designee.

1 **ARTICLE 7: PAID LEAVES**

2 **Section 1.** Employees covered by this Labor Agreement shall be eligible for the following  
3 paid leave benefits as provided for in King County Code 3.12.210, 3.12.215, 3.12.223, 3.12.225,  
4 3.12.240, 3.12.260. Should King County Code be revised, the Union shall be advised of such  
5 revision and if after bargaining regarding the revision, the Union wishes to adopt such revision, it  
6 shall become part of this Labor Agreement. The King County Code provides as follows:

7 **Section 2. Bereavement Leave (KCC 3.12.210):**

8 a) Employees eligible for paid leaves shall be entitled to three (3) working days of  
9 bereavement leave a year, due to death of members of their immediate family.

10 b) Employees eligible for leaves who have exhausted their bereavement leave, shall  
11 be entitled to use sick leave in the amount of three (3) days for each instance of death when death  
12 occurs to a member of the employee's immediate family.

13 c) In cases of family death where no sick leave benefit exists, the employee may be  
14 granted leave without pay.

15 d) In the application of any of the foregoing provisions, when a holiday or regular day  
16 off falls within the prescribed period of absence, it shall not be charged against the employee's sick  
17 leave account nor bereavement leave credit.

18 e) Immediate family means, spouse, domestic partner, grandparent, parent, child,  
19 sibling, child-in-law, parent-in-law, grandchild of the employee, employee's spouse or employee's  
20 domestic partner, and any person whose financial or physical care the employee is principally  
21 responsible.

22 **Section 3. Organ Donor Leave (KCC 3.12.215):**

23 1. The appointing authority shall allow employees eligible for family leave, sick  
24 leave, vacation leave or leave of absence without pay who are voluntarily participating as donors in  
25 life-giving or life-saving procedures such as, but not limited to, bone marrow transplants, kidney  
26 transplants, or blood transfusions to take five days paid leave without having such leave charged to  
27 family leave, sick leave, vacation leave or leave of absence without pay; provided that the employee  
28 shall:

1 a) Give the appointing authority reasonable advance notice of the need to take  
2 time off from work for the donation of bone marrow, a kidney, or other organs or tissue where there  
3 is a reasonable expectation that the employee's failure to donate may result in serious illness, injury,  
4 pain or the eventual death of the identified recipient.

5 b) Provide written proof from an accredited medical institution, organization  
6 or individual as to the need for the employee to donate bone marrow, a kidney, or other organs or  
7 tissue or to participate in any other medical procedure where the participation of the donor is unique  
8 or critical to a successful outcome.

9 2. Time off from work for the purposes set out above in excess of five (5) working  
10 days shall be subject to existing leave policies contracted in this Agreement.

11 ***Section 4. Donation of Leaves (KCC 3.12.223):***

12 1. Vacation leave hours.

13 a) Any employee eligible for leave benefits may donate a portion of his or her  
14 accrued vacation leave to another employee eligible for leave benefits. Such donation will occur  
15 upon written request to and approval of the donating and receiving employees' department  
16 director(s), except that requests for vacation donation made for the purposes of supplementing the  
17 sick leave benefits of the receiving employee shall not be denied unless approval would result in a  
18 departmental hardship for the receiving department.

19 b) The number of hours donated shall not exceed the donor's accrued vacation  
20 credit as of the date of the request. No donation of vacation hours shall be permitted where it would  
21 cause the employee receiving the transfer to exceed his or her maximum vacation accrual.

22 c) Donated vacation leave hours must be used within ninety calendar days  
23 following the date of donation. Donated hours not used within ninety days or due to the death of the  
24 receiving employee shall revert to the donor. Donated vacation leave hours shall be excluded from  
25 vacation leave payoff provisions contained in Article 5. For purposes of this section, the first hours  
26 used by an employee shall be accrued vacation leave hours.

27 2. Sick leave hours.

28 a) Any employee eligible for leave benefits may donate a portion of his or her



1 accrued sick leave to another employee eligible for leave benefits upon written notice to the donating  
2 and receiving employees' department director(s).

3                   b) No donation shall be permitted unless the donating employee's sick leave  
4 accrual balance immediately subsequent to the donation is one hundred hours or more. No employee  
5 may donate more than twenty-five hours of his or her accrued sick leave in a calendar year.

6                   c) Donated sick leave hours must be used within ninety calendar days.  
7 Donated hours not used within ninety days or due to the death of the receiving employee shall revert  
8 to the donor. Donated sick leave hours shall be excluded from the sick leave payoff provisions  
9 contained in Article 6, and sick leave restoration provisions contained in Article 6. For purposes of  
10 this section, the first hours used by an employee shall be accrued sick leave hours.

11                   3. All donations of vacation and sick leave made under this section are strictly  
12 voluntary. Employees are prohibited from soliciting, offering or receiving monetary or any other  
13 compensation or benefits in exchange for donating vacation or sick leave hours.

14                   4. All vacation and sick leave hours donated shall be converted to a dollar value based  
15 on the donor's straight time hourly rate at the time of donation. Such dollar value will then be  
16 divided by the receiving employee's hourly rate to determine the actual number of hours received.  
17 Unused donated vacation and sick leave shall be reconverted based on the donor's straight time  
18 hourly rate at the time of reconversion.

19                   ***Section 5. Leave for School Volunteer Service (KCC 3.12.225):***

20                   The division manager shall allow the use of up to three days of sick leave each year to allow  
21 employees to perform volunteer services at the school attended by the employee's child, the  
22 employee's grandchild, the child of the employee's domestic partner, or child that resides in the  
23 employee's home. Employees requesting to use sick leave for this purpose shall submit such request  
24 in writing specifying the name of the school and the nature of the volunteer services to be performed.

25                   ***Section 6. Jury Duty (KCC 3.12.240):***

26                   Any employee eligible for leave benefits who is ordered on a jury shall be entitled to his or  
27 her regular County pay; provided, that fees for such jury duty are deposited, exclusive of mileage,  
28 with the Department of Finance. Employees shall report back to their work supervisor when

1 dismissed from jury service.

2 **Section 7. Military Leave (KCC 3.12.260):**

3 A leave of absence for active military duty or active military training duty shall be granted to  
4 eligible employees in accordance with applicable provisions of state and/or federal law; provided,  
5 that a request for such leave shall be submitted to the appointing authority in writing by the employee  
6 and accompanied by a validated copy of military orders ordering such active duty or active training  
7 duty.

8 **Section 8. Unpaid Leaves of Absence**

9 a) **Short-Term Leaves of Absence.** A leave of absence without pay for a period not  
10 exceeding sixty (60) consecutive days may be granted by the applicable Division Manager.

11 b) **Long-Term Leaves of Absence.** The Director of the Office of Human Resources  
12 Management (OHRM) may grant a request for a leave of absence for a period longer than sixty (60)  
13 days with the favorable recommendation of the applicable Department Director. Long-Term leaves  
14 may be conditional or unconditional, with any conditions set forth in writing at the time that the leave  
15 is approved.

16 c) Leaves specified in a) and b) above shall not be unduly denied.

1 **ARTICLE 8. WAGE RATES**

2 **Section 1. Pay Ranges.** The parties agree that the classification titles shall be compensated at  
3 the pay ranges and steps as shown in attached Addendum "A."

4 **Section 2. Effective Date of Pay Range Adjustments and Implementation Bargaining.** The  
5 parties agree that the effective date of pay range adjustments shall be January 1, 1998, and that the  
6 effective date for bargaining unit employees hired after January 1, 1998, shall be their date of hire.

7 **Section 3. New King County Pay Plan.** The parties agree that the above classification titles  
8 and pay rates will be placed on a squared, 10 step pay plan reflecting a 40 hour pay rate. Bargaining  
9 unit (hourly) employees scheduled to work less than 40 hours will be compensated at the appropriate  
10 step in the pay range. Future step progression will be provided as outlined in this Labor Agreement.  
11 The 40 hour pay rate under the squared, 10 step pay plan will be adjusted by annual cost-of-living  
12 increases provided for in this Labor Agreement.

13 **Section 4. Step Placement on King County Pay Plan and Salary Y-Rating/Freeze.** The  
14 parties agree that the following provisions apply in determining an employee's appropriate step  
15 placement and pay rate for bargaining unit positions:

16 1. When a bargaining unit employee's classification is placed on a new salary range,  
17 the employee will be placed on the nearest step in the new range which provides an hourly rate at  
18 least 10 cents per hour greater than the employee's then current pay rate.

19 2. When a bargaining unit employee's classification is placed on a new salary range  
20 with a top step which is lower than the employee's then current salary, the employee will have his/her  
21 then current salary y-rated or frozen. The employee's salary will remain frozen until such time as the  
22 application of cost-of-living adjustments make the new top step pay rate equal to, or greater than, the  
23 employee's y-rated or frozen salary. The employee's pay rate will then be adjusted to the new top  
24 step pay rate.

25 **Section 5. Step Progression.** The parties agree that step progression for bargaining unit  
26 employees who are currently at the top of their pay range and who are placed at Step 1 of the higher  
27 pay range shall be as follows:

28 1. Employees who have been at Step 10 for over 2.5 years are eligible to progress to

1 Step 2.

2 2. Employees who have been at Step 10 for over 5 years are eligible to progress to

3 Step 3.

4 **Section 6. 1999 Cost of Living Adjustment and Implementation of New Pay Ranges.**

5 **Cost of Living Adjustment**

6 a) The parties agree that bargaining unit members shall receive a 2% cost of living  
7 increase effective January 1, 1999, consistent with the squared 1999 salary schedule provided that a  
8 cost of living increase has not previously been provided to such bargaining unit members.

9 b) Effective January 1, 2000, the salary in effect on December 31, 1999, for each  
10 employee in the bargaining unit shall be increased by ninety percent (90%) of the CPI-W for All U.S.  
11 Cities, September to September Index. In no event shall such increase be less than a minimum of two  
12 percent (2%) of the salary in effect on December 31, 1999, for each employee in the bargaining unit  
13 nor greater than a maximum of six percent (6%). Should King County adopt a policy implementing a  
14 new CPI Index impacting non-interest arbitration eligible employees, the Union shall be advised of  
15 such revision, and if after bargaining regarding the revision, the Union wishes to adopt such revision,  
16 it shall become part of the Labor Agreement.

17 c) Effective January 1, 2001, the salary in effect on December 31, 2000, for each  
18 employee in the bargaining unit shall be increased by ninety percent (90%) of the CPI-W for All U.S.  
19 Cities, September to September Index. In no event shall such increase be less than a minimum of two  
20 percent (2%) of the salary in effect on December 31, 2000, for each employee in the bargaining unit  
21 nor greater than a maximum of six percent (6%). Should King County adopt a policy implementing a  
22 new CPI Index impacting non-interest arbitration eligible employees, the Union shall be advised of  
23 such revision, and if after bargaining regarding the revision, the Union wishes to adopt such revision,  
24 it shall become part of the Labor Agreement.

25 **Section 7. Retroactive Pay Adjustment.** The parties agree that the retroactive pay adjustment  
26 shall be the difference between the employee's old pay rate in effect December 31, 1998, and the  
27 employee's new pay rate upon placement on the new pay range for all hours worked in 1998. The  
28 1999 retroactive pay adjustment shall be the difference between the employee's pay rate in effect

1 January 1, 1999, and the employee's new pay rate upon placement on the new pay range for all hours  
2 worked through time of implementation in 1999.

3 This retroactive pay adjustment shall only be provided to those bargaining unit employees  
4 whose salaries have not been y-rated or frozen as a result of being over the market after the  
5 application of the 1999 cost-of-living increase. However, y-rated employees shall receive the 1999  
6 cost-of-living adjustment retroactive to January 1, 1999, as provided in this section.

7 **Section 8. Premium for Participating in Coalition Bargaining.** The parties agree, as a  
8 premium for participating in coalition bargaining, that career service bargaining unit employees who  
9 are currently employed and who meet one of the following criteria after the application of the 1999  
10 cost of living adjustment will receive a one-time only payment (less legally required withholding)  
11 equal to 2% of compensable wages earned during 1998:

12 Employees whose salaries are y-rated or frozen.

13 Employees who are placed at Step 10 of the new pay range.

14 Employees who lose one or more steps (progression) in the new pay range.

15 Employees who are not y-rated or frozen and who are currently compensated at the 35  
16 hour pay rate on the current salary schedule and whose salary will be placed in a pay range based on  
17 the market (40 hour) pay rate on the new salary schedule.

18 **Section 9. Application of Pay Ranges as a Result of Collective Bargaining with Other**  
19 **Union(s).** Without any value attributed to the above referenced premium, the parties agree that  
20 should the County enter into any agreement with a union or otherwise compensate employees in the  
21 classifications of Fiscal Specialist I-IV, Administrative Specialist I-IV, Technical Information  
22 Processing Specialist I-IV, Customer Services Specialist I-IV, Administrative Office Assistant, and  
23 Revenue Processor in any manner greater than those terms of compensation agreed upon for  
24 bargaining unit members covered by the King County Labor Coalition Administrative Support  
25 Memorandum of Agreement, the Memorandum of Agreement may be reopened by the parties for the  
26 purpose of negotiating the application of the more favorable terms of compensation to bargaining unit  
27 members represented by the Union Bargaining Coalition for Administrative Support.

28 **Section 10. Allocations and Establishment of Pay Rates for Temporary Represented**

1 **Employees.** The parties agree that until such time as temporary positions have been allocated to the  
2 above classification titles and appropriate pay rates are established, temporary employees shall  
3 continue to receive applicable provisions of their Collective Bargaining Agreement, including step  
4 and cost-of-living increases effective January 1, 1999. Further, the parties agree that temporary  
5 represented employees are to be allocated to the new classification titles indicated above.

6 ***Section 11. Review of Allocations for Certain Represented Positions.***

7 a) "Pre-Implementation Review"

8 The parties agree that the County shall review the allocations of certain  
9 represented positions identified by participating Unions as "outliers" as part of the "fine-tuning"  
10 process necessary to complete these negotiations. The Union agrees to provide a list of "outliers" no  
11 later than thirty (30) days after date of ratification. Pay rate adjustments to the new squared 10-step  
12 hourly pay grid for classification allocations that are changed as a result of this "pre-implementation"  
13 review/fine-tuning will be effective January 1, 1998. The actual implementation of the new  
14 classifications will be effective upon ratification of this Agreement.

15 b) "Post-Implementation Review"

16 The parties agree that in recognition of the effort of the Union Bargaining  
17 Coalition for Administrative Support on behalf of their respective members to provide equitable  
18 application of the Metropolitan King County Council Motion regarding classification/compensation,  
19 the County will request that the Personnel Board, consistent with its current and applicable  
20 procedures, establish a priority system for addressing classification allocation appeals. The County  
21 recognizes that the Union has an uncontested right to appeal classification determinations to the  
22 Personnel Board or as otherwise provided in this Collective Bargaining Agreement. The priority  
23 system to be recommended to the Personnel Board will be as follows:

24 Appeals that are already in process under the Classification/Compensation  
25 Project Appeals Process.

26 Appeals filed by employees whose salaries have been y-rated or frozen.

27 Appeals filed by employees who are at Step 10 in the new pay range.

28 Appeals filed by employees whose allocation has resulted in a move to a

1 higher step in the new salary schedule from their former step placement under the old salary schedule.  
2 Other allocation issues identified by the Union on behalf of their bargaining unit members due to  
3 demonstrated inequities that have been reviewed by the Union Bargaining Coalition for  
4 Administrative Support with the Office of Human Resources Management.

5 **Section 12. New Employees.** New employees shall be hired at Step 1 of their respective pay  
6 range or at a higher Step at management's discretion and advanced to the next Step after completion  
7 of a six (6) month period. Advancement to the next Step upon successful completion of an extended  
8 probationary period shall be made retroactive to the start of the seventh (7th) month of employment.

9 **Section 13. Annual Step Increase.** Employees shall automatically advance to the next salary  
10 step annually on January 1, except for employees in their first six (6) months, who shall advance from  
11 their entrance step to the step increment granted upon completion of their first six (6) months, and  
12 annually on January 1 thereafter.

13 **Section 14. Work out of Class.** In the event an employee is assigned, in writing, to perform  
14 duties of a higher classification, he/she shall be paid for all time so assigned in excess of one (1) day  
15 at the pay step of the higher classification which provides for a step that would constitute at least five  
16 percent (5%) increase over the rate of pay being received by the employee prior to the assignment.

17 **Section 15. Shift Differential** A shift differential of \$0.75 per hour shall apply to employees  
18 who work a regularly scheduled second shift or a regularly scheduled third shift. Employees will not  
19 receive this differential for those hours for which they receive overtime pay. Employees working  
20 alternative work schedules such as referenced in Article 10, Section 2, are not eligible for shift  
21 differential unless their normal schedule is second or third shift.

1 **ARTICLE 9: OVERTIME**

2 **Section 1.** All work performed over forty (40) hours in any one (1) week or over eight (8)  
3 hours in one (1) day shall be considered as overtime, except that employees working alternative work  
4 schedules shall receive overtime after forty (40) hours worked per week, but shall not receive  
5 overtime pay after eight (8) hours in one day.

6 **Section 2.** A minimum of four (4) hours at overtime rate shall be allowed for each call out.  
7 Where such overtime exceeds four (4) hours, the actual hours worked shall be allowed at overtime  
8 rates. Shift extensions do not constitute "call outs." Scheduled training shall not be considered "call  
9 out" when training is scheduled within one hour of the beginning or end of the employee's work shift.  
10 Employees shall be compensated for training only for actual time spent in scheduled training.

11 **Section 3.** All overtime shall be authorized in advance by the division manager or the  
12 employee's supervisor, except in emergencies. With respect to emergency situations, the employee  
13 shall make every reasonable effort to contact a supervisor prior to engaging in the work. Saturday  
14 and Sunday work is not overtime when it is a regularly scheduled work day for the individual.

15 **Section 4.** If any provision of this article conflicts with minimum standards established by  
16 Federal or State law, then that provision shall be automatically amended to provide the minimum  
17 standards.

18 **Section 5. Standby Pay.** An overtime eligible employee assigned in writing standby status  
19 shall receive 10% of the employees base hourly rate of pay for each hour on standby.  
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1 **ARTICLE 10: HOURS OF WORK**

2 **Section 1.** The standard work week shall consist of between thirty five (35) to forty (40)  
3 hours within a seven (7) consecutive day period, exclusive of lunch periods.

4 Any employee shall be given the opportunity to work a 35 or 40 hour work schedule and the  
5 employer shall grant such a request provided that the employee choice does not adversely impact the  
6 operation of the department or the job security of other departmental (bargaining unit) employees.

7 Any bargaining unit member who is on a 35 hour workweek prior to date of ratification may  
8 decline the employer's request for a scheduled 40 hour work week. It is understood that the employer  
9 may request employees to work in excess of the regularly scheduled hours on a temporary basis.

10 Any vacant position may be posted as a 35 or 40 hour scheduled position.

11 **Section 2.** Generally, the working hours of each day shift shall be between 7:00 a.m. and 6:00  
12 p.m. unless the operational needs of the department or of the particular assignment dictate otherwise,  
13 or unless adjusted to accommodate alternative work schedules/flex time schedule which may be  
14 requested by employees. The establishment of reasonable work schedules is vested within the  
15 purview of the department management and may be changed from time to time; provided, that a two  
16 (2) week notice is given to all affected employees, except in exigent circumstances. The County  
17 agrees that alternative work schedules/flextime for individual employees will be considered and  
18 evaluated in terms of the best interest of both the County and the employee. Requests for work  
19 schedules will not be unreasonably rescinded or denied.

20 **Section 3.** Where the County and the Union on behalf of an employee are mutually agreeable  
21 to a telecommuting arrangement, the parties shall meet and document the terms of such agreement.

22 **Section 4.** Employees covered by this Agreement shall be provided with two paid, 15-minute  
23 rest periods during each half of their regularly scheduled workday.

24 **Section 5.** Employees covered by this Agreement shall be provided with an unpaid meal time  
25 which shall not exceed one (1) hour.

1 **ARTICLE 11: MEDICAL, DENTAL & LIFE INSURANCE**

2           The County will provide a medical, dental and life insurance plan for all benefit eligible  
3 employees; such plans, including any changes thereto, to be as negotiated by the County and the  
4 Union through the Joint Labor-Management Insurance Committee.

1 ARTICLE 12: MISCELLANEOUS

2       **Section 1.** An employee elected or appointed to office in the Union which requires a part or  
3 all of their time shall be given leave of absence up to one (1) year without pay upon application.

4       **Section 2.** All employees who have been authorized to use their own transportation on  
5 County business shall be reimbursed at the rate established through Ordinance by the County  
6 Council.

7       **Section 3.** The employer agrees to permit the Union shop stewards and business  
8 representatives to post on County bulletin boards the announcement of meetings, election of officers,  
9 and any other Union material, providing there is sufficient space, beyond what is required by the  
10 County for "normal" business operations.

11       Union shop stewards and business representatives shall be allowed to post electronic mail  
12 notices on the County system if the notices meet the same requirements listed above. In addition,  
13 such representatives may use the County electronic mail system for communications related to  
14 contract administration. In no circumstances shall use of the County equipment interfere with County  
15 operations.

16       **Section 4.** Authorized representatives of the Union may have reasonable access to its  
17 members in County facilities for transmittal of information or representation purposes before work,  
18 after work, during lunch breaks, or other regular breaks, or at any reasonable time as long as the work  
19 of the County employees and services to the public are unimpaired. Prior to contacting members in  
20 County facilities, such authorized agents shall make arrangements with the Division Manager.

21       **Section 5.** The County agrees to comply with all applicable Federal, State and local laws and  
22 regulations regarding health and safety. In the event an employee discovers or identifies an unsafe  
23 condition, the employee will immediately notify the supervisor. Employees will not be disciplined  
24 for reporting unsafe conditions. If the Employer determines that there is an unsafe condition, it will  
25 be remedied immediately. No employee shall be required to use equipment which is not in a safe  
26 condition, or to work in an unsafe environment.

27       **Section 6.** The County agrees to maintain the current bus pass benefit for eligible employees  
28 for the life of this Agreement.

1 **ARTICLE 13: GRIEVANCE PROCEDURE**

2 King County recognizes the importance and desirability of settling grievances promptly and  
3 fairly in the interest of continued good employee relations and morale and to this end the following  
4 procedure is outlined. To accomplish this, every effort will be made to settle grievances at the lowest  
5 possible level of supervision.

6 Employees shall be unimpeded and free from restraint, interference, coercion, discrimination  
7 or reprisal in seeking adjudication of their grievance.

8 **Section 1. Definition:**

9 Grievance - An issue raised by a party to this Agreement relating to the interpretation of  
10 rights, benefits, or conditions of employment as contained in this Agreement, except that verbal or  
11 written reprimands and grievances under Article 14 (EEO) are not subject to Step 5 of the grievance  
12 procedure.

13 Probationary, term-limited, part-time and temporary employees shall not have the right to  
14 pursue grievances over terminations of employment but shall be able to pursue grievances as  
15 otherwise provided in this Section.

16 **Section 2. Procedure:**

17 **Step 1.** A grievance shall be verbally presented by the aggrieved employee and  
18 representative, if the employee wishes, within twenty (20) working days of the occurrence of such  
19 grievance to the employee's immediate supervisor. The supervisor shall gain all relevant facts and  
20 shall attempt to adjust the matter and notify the employee within twenty (20) working days. If a  
21 grievance is not pursued to the next higher level within ten (10) working days after the supervisor's  
22 response, it shall be presumed resolved.

23 **Step 2.** If, after thorough discussion with the immediate supervisor, the grievance has  
24 not been satisfactorily resolved, the employee and representative shall reduce the grievance to  
25 writing, outlining the facts as they are understood. The written grievance shall then be presented to  
26 the division manager for investigation, discussion and written reply. The division manager shall  
27 make a written decision available to the aggrieved employee within ten (10) working days. If the  
28 grievance is not pursued to the next higher level within ten (10) working days following the division

1 manager's response, it shall be presumed resolved.

2           **Step 3.** If, after thorough evaluation, the decision of the division manager has not  
3 resolved the grievance to the satisfaction of the parties the grievance may be presented to the  
4 department director or his/her designee. All letters, memoranda, and other written materials shall be  
5 made available for the review and consideration of the department director or his/her designee. The  
6 director or designee may interview the employee and/or representative and receive any additional  
7 related evidence which may be deemed pertinent to the grievance. The director or designee shall  
8 make a written decision available within ten (10) working days. If the grievance is not pursued to the  
9 next higher level within ten (10) working days after the department director or designee's response, it  
10 shall be presumed resolved.

11           **Step 4.** If, after thorough evaluation, the decision of the department director or  
12 designee has not resolved the grievance to the satisfaction of the employee, the grievance may be  
13 presented to the Director of OHRM or his/her designee for review. The Director may request  
14 information in addition to that in the grievance file, and shall determine the scope and method of  
15 review. The Director or his/her designee shall render a decision within ten (10) working days of  
16 his/her receipt of the grievance file. If the Director fails to so issue, the Union may proceed to Step 5  
17 of this grievance procedure.

18           **Step 5.** Either signatory party may request arbitration within thirty (30) calendar days  
19 of the conclusion of Step 4. A request for arbitration must specify:

- 20                   a) Identification of section(s) of Agreement allegedly violated;  
21                   b) Details or nature of the violation;  
22                   c) Position of party who is referring the grievance to arbitration;  
23                   d) Questions which the arbitrator is being asked to decide; and  
24                   e) Remedy sought.

25           The parties shall then select a third disinterested party to serve as an arbitrator. In the event  
26 that the parties are unable to agree upon an arbitrator, then the arbitrator shall be selected from a  
27 panel of seven arbitrators furnished by the Federal Mediation and Conciliation Services or another  
28 agency if the parties agree. The arbitrator will be selected from the list by both the County

1 representative and the Union, each alternately striking a name from the list until only one name  
2 remains. The arbitrator shall be asked to render a decision promptly and the decision of the arbitrator  
3 shall be final and binding on both parties.

4 The arbitrator shall have no power to change, alter, detract from or add to the provisions of  
5 this Agreement, but shall have the power only to apply and interpret the provisions of this Agreement  
6 in reaching a decision.

7 The arbitrator's fee and expenses and any court reporter's fee and expenses shall be borne  
8 equally by both parties. Each party shall bear the cost of any witnesses appearing on that party's  
9 behalf.

10 No matter may be arbitrated which the County by law has no authority over, has no authority  
11 to change, or has been delegated to any civil services commission or personnel board as defined in  
12 Chapter 108, Extraordinary Session, 1967, Laws of the State of Washington.

13 There shall be no strikes, cessation of work or lockout during such conferences or arbitration.

14 **Section 3.** The Employer shall not discharge, suspend, nor otherwise discipline a career  
15 service employee for other than just cause. Copies of all warning notices, suspensions and discharges  
16 shall be forwarded to the Union when issued to the employee.

17 **Section 4.** In the event the Employer requires an employee to attend a meeting for purposes  
18 of questioning an employee with respect to an incident which may lead to termination of that  
19 employee, the employee shall be advised of his/her right to be accompanied by a representative of the  
20 Union and if the employee desires Union representation in said matter, he/she shall notify the  
21 Employer at that time and shall be provided a reasonable time to arrange for Union representation.

22 **Section 5.** The parties may extend the above described deadlines in writing by mutual  
23 agreement of the parties.

24 **Section 6. Election of Remedies:** If employees have access to multiple procedures for  
25 adjudicating grievances, then selection by the employee of one procedure will preclude access to the  
26 other procedures. Selection is to be made no later than at the conclusion of Step 2 of the grievance  
27 procedure in Article 13.

28 **Section 7.** If both parties agree, the arbitration may be expedited. If one party desires

1 expedited arbitration, the other party will not unreasonably withhold its consent. In conducting an  
2 expedited arbitration, the parties shall select an arbitrator and schedule the arbitration for a date no  
3 later than thirty (30) days after the issue is submitted to arbitration. The parties will not submit post-  
4 hearing briefs, and the arbitrator will be asked to issue a bench decision, but in any event will be  
5 required to issue a decision within seven (7) days of the close of the hearing.

6 **Section 8.** The Union shall not be required to press employee grievances if, in the Union's  
7 opinion, such lack merit. With respect to the processing, disposition and/or settlement of any  
8 grievance, including hearings and final decision of any arbitrator, the Union shall be the exclusive  
9 representative of the employee.

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**ARTICLE 14: EQUAL EMPLOYMENT OPPORTUNITY**

2           The County and the Union shall not unlawfully discriminate against any individual employees  
3 with respect to compensation, terms, conditions or privileges of employment by reason of race, color,  
4 sex, religion, national origin, religious belief, marital status, age, sexual orientation, political  
5 ideology, ancestry or disability. Allegations of unlawful discrimination shall not be a proper subject  
6 for the grievance arbitration procedure herein, but may instead be filed by an employee's complaint  
7 pursuant to the procedures outlined in the King County Sexual Harassment Policy, and if not  
8 resolved, with the appropriate human rights agency.

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1 ARTICLE 15: SAVINGS CLAUSE

2       Should any part hereof or any provision herein contained be rendered or declared invalid by  
3 reason of any existing or subsequently enacted legislation or by any decree of a court of competent  
4 jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the  
5 remaining portions hereof; provided, however, upon such invalidation the parties agree to meet and  
6 negotiate such parts or provisions affected. The remaining parts or provisions shall remain in full  
7 force and effect.

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1 **ARTICLE 16: WORK STOPPAGES AND EMPLOYER PROTECTION**

2        *Section 1.* The Employer and the Union agree that the public interest requires efficient and  
3 uninterrupted performance of all County services and to this end pledge their best efforts to avoid or  
4 eliminate any conduct contrary to this objective. Specifically, the Union shall not cause or condone  
5 any work stoppage, including any strike, slowdown, or refusal to perform any customarily assigned  
6 duties, sick leave absence which is not bona fide, or other interference with County functions by  
7 employees under this Agreement and should same occur, the Union agrees to take appropriate steps  
8 to end such interference. Any concerted action by any employees in any bargaining unit shall be  
9 deemed a work stoppage if any of the above activities have occurred.

10        *Section 2.* Upon notification in writing by the County to the Union that any of its members  
11 are engaged in a work stoppage, the Union shall immediately, in writing, order such members to  
12 immediately cease engaging in such work stoppage and provide the County with a copy of such  
13 order. In addition, if requested by the County, a responsible official of the Union shall publicly order  
14 such Union employees to cease engaging in such a work stoppage.

15        *Section 3.* Any employee participating in such work stoppage or in other ways committing an  
16 act prohibited in this article shall be considered absent without leave. The County may consider such  
17 absence a resignation. Such employees are also subject to discharge, suspension, or other disciplinary  
18 action.

1 ARTICLE 17: WAIVER CLAUSE

2 The parties acknowledge that each has had the unlimited right within the law and the  
3 opportunity to make demands and proposals with respect to any matter deemed a proper subject for  
4 collective bargaining. The results of the exercise of that right and opportunity are set forth in this  
5 Agreement. Therefore, the County and the Union, for the duration of this Agreement, each agree to  
6 waive the right to oblige the other party to bargain with respect to any subject or matter not  
7 specifically referred to or covered in this Agreement.

8 All letters, agreements and understandings in effect prior to the effective date of this contract  
9 are deemed null and void with the effective date of this contract.

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1 **ARTICLE 18: REDUCTION-IN-FORCE/LAYOFF REHIRES**

2 **Section 1.** Seniority is defined as total length of service with King County, including any  
3 service with the Municipality of Metropolitan Seattle. However, for purposes of layoff, bumping,  
4 and recall, the identification of affected employees shall be made on a case by case basis with  
5 seniority as the primary consideration as well as ability, skill, and experience in the job  
6 classification/position.

7 **Section 2.** A new employee shall be entitled to seniority when such employee has completed  
8 a probationary period of six (6) months with the County. Probation may be extended to twelve (12)  
9 months provided that the employee has been reviewed every two (2) months of employment and the  
10 reason for extension is forwarded to the employee and the Union. Upon completion of the  
11 probationary period, the employee's seniority date shall be the initial date of hire. Temporary  
12 employees, who are legitimately temporary under the terms of *Logan/Knox*, do not obtain seniority  
13 until such time as they are hired on a regular full-time or part-time basis.

14 **Section 3.** Seniority rights shall be forfeited if the employee is discharged for just cause or if  
15 the employee resigns employment with the County, or if the employee is on a leave of absence in  
16 excess of two (2) years in accordance with Article 7, Section 8.

17 **Section 4.** The County agrees to notify the Union in writing at least six (6) weeks in advance  
18 of any position anticipated to be eliminated. Seniority shall apply at layoffs pursuant to Section 1 of  
19 this Article. Such notice of layoff shall include the name, classification and hire-in date of all such  
20 employees whose positions are scheduled to be eliminated. Prior to laying off any employees,  
21 management shall consider the following options for the impacted employee(s):

22 a) Voluntary layoff

23 b) Voluntary retirement - pursuant to the rules of the Public Employment Retirement  
24 System

25 c) Any other voluntary programs such as job sharing, limited hours, etc.

26 **Section 5.** The County will endeavor to place in other positions throughout the County those  
27 employees who are laid off.

28 **Section 6. Bumping:** Employees who are identified for layoff by actual layoff notice must

1 within fourteen (14) calendar days after such notice notify the County of their intention to bump into  
2 another position in the Department within the bargaining unit if they meet all of the following  
3 criteria:

4 a) The employee to be bumped has less seniority than the employee who elects to  
5 bump; and

6 b) The employee to be bumped is at a pay range equal to or lower than the employee  
7 who elects to bump; and

8 c) The employee electing to bump has the skill ability and experience in the job  
9 classification/position pursuant to Section 1 of this Article.

10 **Section 7. Recall:** All bargaining unit employees who are laid off shall be placed on a  
11 bargaining unit recall list. Recall shall be by seniority pursuant to Section 1 of this Article. A laid off  
12 employee may be involuntarily removed from the recall list after the expiration of two (2) years from  
13 the date of layoff, or if the employee does not accept re-employment within the bargaining unit in a  
14 similar position/job classification, except for bona fide reasons.

15 The Office of Human Resources Management (OHRM) shall adhere to the procedures to the  
16 County's Workforce Management Plan regarding the placement of laid off employees to positions  
17 within the bargaining unit.

1 **ARTICLE 19: POSITION OPENINGS AND JOB BIDDING**

2 **Section 1.** Prior to the initiation of any open competitive process to fill a vacant bargaining  
3 unit position, the County shall post a notice of the vacancy to all members of the bargaining unit.  
4 Any non-probationary member of the bargaining unit shall be given the opportunity to compete for  
5 the vacant position.

6 **Section 2.** Those employees shall be the first group of candidates to be considered for  
7 appointment to the vacancy. The appointment will be made on the basis of qualification, skill,  
8 ability, and seniority of those who are in competition for the vacancy. Should none of the bargaining  
9 unit candidates have the qualification, skill, and ability to perform the job, the vacancy shall then be  
10 open to other non-probationary County employees in accordance with the King County Workforce  
11 Management Procedures.

12 **Section 3.** Promoted employees who do not successfully complete their probationary period  
13 in the new position shall have the right to return to the job previously held if still vacant.

14 **Section 4.** It shall be the right of Management to make the determination of employee  
15 qualification, skill, and ability called for in this Article and such determination shall be made on a  
16 reasonable basis.

**MEMORANDUM OF AGREEMENT**

**By and Between**

**KING COUNTY**

**And**

**TEAMSTERS LOCAL UNION NO. 117**

**Affiliated with the International Brotherhood of Teamsters**

---

**RE: King County Professional & Technical Labor Agreement and  
King County Administrative Support Labor Agreement  
Non-Career Service (Term-Limited Temporary) Employees**


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The attached Labor Agreement contains references to non-career service term-limited temporary employees who are nevertheless covered by this Agreement. These term-limited temporary employees do not have career service rights and therefore are unable to fully utilize certain contractual provisions such as seniority, promotion, and just cause protection.

However, the parties agree, by this Memorandum of Agreement, to provide such term-limited temporary employees due consideration in the application and administration of career service rules. For example, while the just cause standard afforded to career service employees does not apply, progressive discipline shall be followed in the discipline of non-career service term-limited temporary employees with the understanding that Article 13, Section 1 of the Labor Agreement prohibits the filing of employment termination grievances. In addition, whereas attaining gainful career service positions under this contract requires a competitive hiring process, non-career service term-limited temporary employees under this Agreement shall be afforded ample notice, opportunity, and assistance should they seek to attain a career service position. Furthermore, should a term-limited temporary employee covered by this Memorandum of Agreement achieve career service status under this Agreement, the parties shall meet and negotiate the applicability of certain provisions such as vacation accrual, holiday eligibility, etc. to be provided to the employee.

**KING COUNTY:**

**TEAMSTERS  
LOCAL UNION NO. 117, IBT:**

  
\_\_\_\_\_  
**BOB DERRICK**  
Acting Director  
Office of Human Resources Management

  
\_\_\_\_\_  
**JOHN A. WILLIAMS**  
Secretary-Treasurer

9/27/99  
\_\_\_\_\_  
**Date**

9-24-99  
\_\_\_\_\_  
**Date**

**TEAMSTERS, LOCAL 117**  
**Administrative Support Services Occupational Group**  
**1999 Wage Addendum**  
**Department of Information and Administrative Services**

Job Class #	Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
8385	Administrative Office Assistant	29	\$11.2869	\$11.8287	\$12.1126	\$12.4033	\$12.7009	\$13.0058	\$13.3179	\$13.6375	\$13.9648	\$14.3000
8386	Administrative Specialist I	33	\$12.4101	\$13.0058	\$13.3179	\$13.6375	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230
8387	Administrative Specialist II	37	\$13.6450	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825	\$17.2876
8388	Administrative Specialist III	41	\$15.0029	\$15.7320	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025	\$18.1274	\$18.5625	\$19.0080
8389	Administrative Specialist IV	46	\$16.8917	\$17.7025	\$18.1274	\$18.5625	\$19.0080	\$19.4641	\$19.9313	\$20.4096	\$20.8995	\$21.4011
8378	Fiscal Specialist I	34	\$12.7079	\$13.3179	\$13.6375	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004
8379	Fiscal Specialist II	38	\$13.9725	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025
8380	Fiscal Specialist III	42	\$15.3629	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025	\$18.1274	\$18.5625	\$19.0080	\$19.4641
8401	Customer Services Specialist I	32	\$12.1192	\$12.7009	\$13.0058	\$13.3179	\$13.6375	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545
8402	Customer Services Specialist II	36	\$13.3252	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825
8403	Customer Services Specialist III	40	\$14.6512	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025	\$18.1274	\$18.5625
8404	Customer Services Specialist IV	45	\$16.4958	\$17.2876	\$17.7025	\$18.1274	\$18.5625	\$19.0080	\$19.4641	\$19.9313	\$20.4096	\$20.8995
8405	Technical Information Processing Specialist I	32	\$12.1192	\$12.7009	\$13.0058	\$13.3179	\$13.6375	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545
8406	Technical Information Processing Specialist II	36	\$13.3252	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825
8407	Technical Information Processing Specialist III	40	\$14.6512	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025	\$18.1274	\$18.5625

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**TEAMSTERS, LOCAL 117**  
**Administrative Support Services Occupational Group**  
**1999 Wage Addendum**  
**Department of Construction and Facility Management**

Job Code #	Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
8386	Administrative Specialist I	33	\$12.4101	\$13.0058	\$13.3179	\$13.6375	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230
8387	Administrative Specialist II	37	\$13.6450	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825	\$17.2876
8388	Administrative Specialist III	41	\$15.0029	\$15.7320	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025	\$18.1274	\$18.5625	\$19.0080
8389	Administrative Specialist IV	46	\$16.8917	\$17.7025	\$18.1274	\$18.5625	\$19.0080	\$19.4641	\$19.9313	\$20.4096	\$20.8995	\$21.4011
8378	Fiscal Specialist I	34	\$12.7079	\$13.3179	\$13.6375	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004
8379	Fiscal Specialist II	38	\$13.9725	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025
8380	Fiscal Specialist III	42	\$15.3629	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025	\$18.1274	\$18.5625	\$19.0080	\$19.4641
8405	Technical Information Processing Specialist I	32	\$12.1192	\$12.7009	\$13.0058	\$13.3179	\$13.6375	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545
8406	Technical Information Processing Specialist II	36	\$13.3252	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825
8407	Technical Information Processing Specialist III	40	\$14.6512	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025	\$18.1274	\$18.5625

**TEAMSTERS, LOCAL 117**  
**Administrative Support Services Occupational Group**  
**1999 Wage Addendum**  
**Department of Natural Resources**

Job Code #	Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
8385	Administrative Office Assistant	29	\$11.2869	\$11.8287	\$12.1126	\$12.4033	\$12.7009	\$13.0058	\$13.3179	\$13.6375	\$13.9648	\$14.3000
8386	Administrative Specialist I	33	\$12.4101	\$13.0058	\$13.3179	\$13.6375	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230
8387	Administrative Specialist II	37	\$13.6450	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825	\$17.2876
8388	Administrative Specialist III	41	\$15.0029	\$15.7320	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025	\$18.1274	\$18.5625	\$19.0080
8378	Fiscal Specialist I	34	\$12.7079	\$13.3179	\$13.6375	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004
8379	Fiscal Specialist II	38	\$13.9725	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025
8380	Fiscal Specialist III	42	\$15.3629	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025	\$18.1274	\$18.5625	\$19.0080	\$19.4641
8381	Fiscal Specialist IV	47	\$17.2971	\$18.1274	\$18.5625	\$19.0080	\$19.4641	\$19.9313	\$20.4096	\$20.8995	\$21.4011	\$21.9147
8405	Technical Information Processing Specialist I	32	\$12.1192	\$12.7009	\$13.0058	\$13.3179	\$13.6375	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545
8406	Technical Information Processing Specialist II	36	\$13.3252	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825
8407	Technical Information Processing Specialist III	40	\$14.6512	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025	\$18.1274	\$18.5625

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**TEAMSTERS, LOCAL 117**  
**Administrative Support Services Occupational Group**  
**1999 Wage Addendum**  
**Department of Transportation**

Job Code #	Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
8385	Administrative Office Assistant	29	\$11.2869	\$11.8287	\$12.1126	\$12.4033	\$12.7009	\$13.0058	\$13.3179	\$13.6375	\$13.9648	\$14.3000
8386	Administrative Specialist I	33	\$12.4101	\$13.0058	\$13.3179	\$13.6375	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230
8387	Administrative Specialist II	37	\$13.6450	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825	\$17.2876
8388	Administrative Specialist III	41	\$15.0029	\$15.7320	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025	\$18.1274	\$18.5625	\$19.0080
8389	Administrative Specialist IV	46	\$16.8917	\$17.7025	\$18.1274	\$18.5625	\$19.0080	\$19.4641	\$19.9313	\$20.4096	\$20.8995	\$21.4011
8378	Fiscal Specialist I	34	\$12.7079	\$13.3179	\$13.6375	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004
8379	Fiscal Specialist II	38	\$13.9725	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025
8380	Fiscal Specialist III	42	\$15.3629	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025	\$18.1274	\$18.5625	\$19.0080	\$19.4641
8401	Customer Services Specialist I	32	\$12.1192	\$12.7009	\$13.0058	\$13.3179	\$13.6375	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545
8402	Customer Services Specialist II	36	\$13.3252	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825
8405	Technical Information Processing Specialist I	32	\$12.1192	\$12.7009	\$13.0058	\$13.3179	\$13.6375	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545
8406	Technical Information Processing Specialist II	36	\$13.3252	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825
8407	Technical Information Processing Specialist III	40	\$14.6512	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025	\$18.1274	\$18.5625

**TEAMSTERS, LOCAL 117**  
**Administrative Support Services Occupational Group**  
**1999 Wage Addendum**  
**Department of Community and Human Services**

Job Code #	Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
8385	Administrative Office Assistant	29	\$11.2869	\$11.8287	\$12.1126	\$12.4033	\$12.7009	\$13.0058	\$13.3179	\$13.6375	\$13.9648	\$14.3000
8386	Administrative Specialist I	33	\$12.4101	\$13.0058	\$13.3179	\$13.6375	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230

13654

**TEAMSTERS, LOCAL 117**  
**1999 Wage TEAMSTERS, LOCAL 117**  
**Administrative Support Services Occupational Group**  
**1999 Wage Addendum**  
**Department of Finance**

Job Code #	Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
8386	Administrative Specialist I	33	\$12.4101	\$13.0058	\$13.3179	\$13.6375	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230
8387	Administrative Specialist II	37	\$13.6450	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825	\$17.2876
8388	Administrative Specialist III	41	\$15.0029	\$15.7320	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025	\$18.1274	\$18.5625	\$19.0080
8389	Administrative Specialist IV	46	\$16.8917	\$17.7025	\$18.1274	\$18.5625	\$19.0080	\$19.4641	\$19.9313	\$20.4096	\$20.8995	\$21.4011
8378	Fiscal Specialist I	34	\$12.7079	\$13.3179	\$13.6375	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004
8379	Fiscal Specialist II	38	\$13.9725	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025
8380	Fiscal Specialist III	42	\$15.3629	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025	\$18.1274	\$18.5625	\$19.0080	\$19.4641
8381	Fiscal Specialist IV	47	\$17.2971	\$18.1274	\$18.5625	\$19.0080	\$19.4641	\$19.9313	\$20.4096	\$20.8995	\$21.4011	\$21.9147
8401	Customer Services Specialist I	32	\$12.1192	\$12.7009	\$13.0058	\$13.3179	\$13.6375	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545
8402	Customer Services Specialist II	36	\$13.3252	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825
8405	Technical Information Processing Specialist I	32	\$12.1192	\$12.7009	\$13.0058	\$13.3179	\$13.6375	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545
8406	Technical Information Processing Specialist II	36	\$13.3252	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825
8407	Technical Information Processing Specialist III	40	\$14.6512	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025	\$18.1274	\$18.5625
8408	Technical Information Processing Specialist IV	45	\$16.4958	\$17.2876	\$17.7025	\$18.1274	\$18.5625	\$19.0080	\$19.4641	\$19.9313	\$20.4096	\$20.8995

**TEAMSTERS, LOCAL 117**  
**Administrative Support Services Occupational Group**  
**1999 Wage Addendum**  
**Office of Human Resources Management**

Job Class #	Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
8385	Administrative Office Assistant	29	\$11.2869	\$11.8287	\$12.1126	\$12.4033	\$12.7009	\$13.0058	\$13.3179	\$13.6375	\$13.9648	\$14.3000
8386	Administrative Specialist I	33	\$12.4101	\$13.0058	\$13.3179	\$13.6375	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230
8387	Administrative Specialist II	37	\$13.6450	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825	\$17.2876
8388	Administrative Specialist III	41	\$15.0029	\$15.7320	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025	\$18.1274	\$18.5625	\$19.0080

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## Coalition Bargaining Administrative Support Group

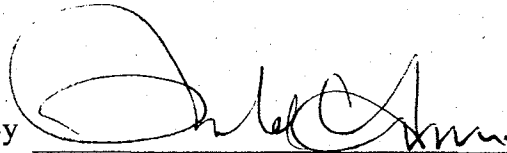
New JCC #	New Job Title	99 RG	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
8378	Fiscal Specialist I	34	\$12.7079	\$13.3179	\$13.6375	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004
8379	Fiscal Specialist II	38	\$13.9725	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025
8380	Fiscal Specialist III	42	\$15.3629	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025	\$18.1274	\$18.5625	\$19.0080	\$19.4641
8381	Fiscal Specialist IV	47	\$17.2971	\$18.1274	\$18.5625	\$19.0080	\$19.4641	\$19.9313	\$20.4096	\$20.8995	\$21.4011	\$21.9147
8385	Administrative Office Assistant	29	\$11.2869	\$11.8287	\$12.1126	\$12.4033	\$12.7009	\$13.0058	\$13.3179	\$13.6375	\$13.9648	\$14.3000
8386	Administrative Specialist I	33	\$12.4101	\$13.0058	\$13.3179	\$13.6375	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230
8387	Administrative Specialist II	37	\$13.6450	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825	\$17.2876
8388	Administrative Specialist III	41	\$15.0029	\$15.7320	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025	\$18.1274	\$18.5625	\$19.0080
8389	Administrative Specialist IV	46	\$16.8917	\$17.7025	\$18.1274	\$18.5625	\$19.0080	\$19.4641	\$19.9313	\$20.4096	\$20.8995	\$21.4011
8401	Customer Services Specialist I	32	\$12.1192	\$12.7009	\$13.0058	\$13.3179	\$13.6375	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545
8402	Customer Services Specialist II	36	\$13.3252	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825
8403	Customer Services Specialist III	40	\$14.6512	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025	\$18.1274	\$18.5625
8404	Customer Services Specialist IV	45	\$16.4958	\$17.2876	\$17.7025	\$18.1274	\$18.5625	\$19.0080	\$19.4641	\$19.9313	\$20.4096	\$20.8995
8405	Technical Information Processing Specialist I	32	\$12.1192	\$12.7009	\$13.0058	\$13.3179	\$13.6375	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545
8406	Technical Information Processing Specialist II	36	\$13.3252	\$13.9648	\$14.3000	\$14.6432	\$14.9946	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825
8407	Technical Information Processing Specialist III	40	\$14.6512	\$15.3545	\$15.7230	\$16.1004	\$16.4868	\$16.8825	\$17.2876	\$17.7025	\$18.1274	\$18.5625
8408	Technical Information Processing Specialist IV	45	\$16.4958	\$17.2876	\$17.7025	\$18.1274	\$18.5625	\$19.0080	\$19.4641	\$19.9313	\$20.4096	\$20.8995


The classification titles listed in this wage addendum do not necessarily have employees occupying them and might otherwise not be covered by this agreement.

1 ARTICLE 20: DURATION

2 This Agreement and each of its provisions shall be in full force and effect and covers the  
3 period of January 1, 1999, through December 31, 2001. Written notice to begin negotiations for a  
4 successor to this Agreement shall be served by either party upon the other at least sixty (60) days  
5 prior to the expiration date.  
6  
7  
8  
9

10 APPROVED this 29 day of September, 1999

11  
12  
13 By   
14  
15 King County Executive  
16  
17  
18  
19

20  9-24-99  
21 John A. Williams  
22 Secretary-Treasurer  
23 Teamsters, Local 117  
24  
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