



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

July 6, 2000

Ordinance 13887

Proposed No. 2000-0373.1

Sponsors Phillips, Nickels and Pullen

1 AN ORDINANCE approving and adopting the collective
2 bargaining agreement negotiated by and between King
3 County and International Federation of Professional and
4 Technical Engineers, Local 17 (Court Reporters)
5 representing employees in the superior court; and
6 establishing the effective date of said Agreement.

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10 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY: .

11 SECTION 1. The collective bargaining agreement negotiated between King
12 County and International Federation of Professional and Technical Engineers, Local 17
13 (Court Reporters) representing employees in the superior court and attached hereto is
14 hereby approved and adopted by this reference made a part hereof.

Ordinance 13887

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SECTION 2. Terms and conditions of said agreement shall be effective from

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January 1, 2000, through and including December 31, 2002.

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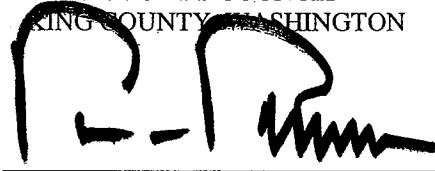
Ordinance 13887 was introduced on 6/26/00 and passed by the Metropolitan King County Council on 7/5/00, by the following vote:

Yes: 12 - Mr. von Reichbauer, Ms. Miller, Mr. Phillips, Mr. Pelz, Mr. McKenna, Ms. Sullivan, Mr. Nickels, Mr. Pullen, Mr. Gossett, Ms. Hague, Mr. Vance and Mr. Irons

No: 0

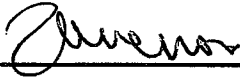
Excused: 1 - Ms. Fimia

KING COUNTY COUNCIL
KING COUNTY WASHINGTON



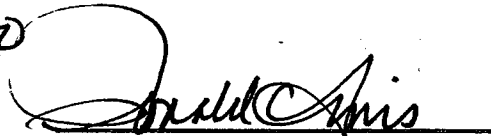
Pete von Reichbauer, Chair

ATTEST:



Anne Noris, Clerk of the Council

APPROVED this 12 day of July, 2000



Ron Sims, County Executive

Attachments

A. Bargaining Agreement

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INTERNATIONAL FEDERATION OF PROFESSIONAL
AND
TECHNICAL ENGINEERS, LOCAL 17 - COURT REPORTERS
AND
KING COUNTY
AGREEMENT ON WAGES AND WAGE RELATED BENEFITS
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INTERNATIONAL FEDERATION OF PROFESSIONAL
AND
TECHNICAL ENGINEERS, LOCAL 17 - COURT REPORTERS
AND
KING COUNTY

PREAMBLE

These Articles Constitute an Agreement, terms of which have been negotiated in good faith, between King County and I.F.P.T.E., Local 17. This agreement shall be subject to approval by Ordinance of the King County Council. This agreement was entered into for the purpose of setting forth the mutual understandings of the parties regarding wages and related matters that are within the legal jurisdiction of King County.

[For parallel provision, see "agreement Between I.F.P.T.E., Local 17 (Representing employees of the Superior Court) and King County Superior Court" (hereinafter "Superior Court Agreement" at Preamble, p. 2.)]

1 ARTICLE 1: PURPOSE

2 The intent and purpose of this Agreement is to promote the continued improvement of the
3 relationship between King County and its employees and to set forth the mutual understandings of the
4 parties with respect to wages and matters directly related to the wages of Court Reporters in Superior
5 Court. Each of the provisions in this agreement (i.e., E.E.O. Article 4, Hours of Work Article 5, etc.)
6 are included only so far as they may apply to wages. Nonwage aspects of such provisions are not
7 within the legal authority of King County to negotiate and are not covered by the terms of this
8 agreement.

9 [For parallel provision, see Superior Court Agreement at art. 1 at p. 3.]

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1 **ARTICLE 2: UNION RECOGNITION AND MEMBERSHIP**

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2 **Section 1.** The County recognizes the International Federation of Professional and Technical
3 Engineers, Local 17, AFL-CIO, as the exclusive bargaining representative relative to wages and
4 directly related bargainable matters only for those employees working regular full-time or regular
5 part-time in the classification of Court Reporter in King County Superior Court. Matters within the
6 control or within the legal jurisdiction of the Superior Court are not covered by this Agreement.

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

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

23 **Section 2.** Upon receipt of written authorization individually signed by a bargaining unit
24 employee, the County shall have deducted from the pay of such employee the amount of dues as
25 certified by the Secretary-Treasurer of the signatory organization.

26 **Section 3.** The signatory organization will indemnify, defend, and hold the County harmless
27 against any claims made against any suit instituted against the County on account of action taken or
28 not taken by the County relative to any check-off of dues for the signatory organization. The

1 signatory organization agrees to refund to the County any amounts paid to it in error on account of
2 the check-off provision upon presentation or proper evidence thereof.

3 [For parallel provision, see Superior Court Agreement at art. 2 at p. 4.]
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1 ARTICLE 3: RIGHTS OF MANAGEMENT

2 The management of the King County Superior Court and the direction of the work force is
3 vested exclusively in King County Superior Court.

4 The Union acknowledges the right of the County to define and implement a new payroll
5 system, including but not limited to a biweekly payroll system. Implementation of such system may
6 include a conversion of wages and leave benefits into hourly amounts. The parties recognize King
7 County's exclusive right to make the changes necessary to implement such payroll system. The
8 County agrees to negotiate the effects of such change in the event the change in the payroll process
9 does not include a transition option for employees.

10 [For parallel provision, see Superior Court Agreement at art. 3 at p. 6.]

1 **ARTICLE 4: EQUAL EMPLOYMENT OPPORTUNITY**

2 The County or the Union shall not unlawfully discriminate against any individual with respect
3 to compensation, terms, conditions, or privileges of employment as contained in this agreement
4 because of race, color, religion, sexual orientation, marital status, national origin, age, sex, or any
5 sensory, mental or physical handicap (SMPH), unless based on a bona fide occupational qualification
6 reasonably necessary to the operations of the County. Allegations of unlawful discrimination shall
7 not be a proper subject for the grievance procedure herein, but may instead be filed by an employee's
8 complaint pursuant to the procedures outlined in King County policy, and if not resolved, with the
9 appropriate human rights agency.

10 The parties agree that personnel actions may be taken to accommodate disabilities, as may be
11 required under the Americans with Disabilities Act (ADA), and that such an accommodation under
12 the ADA shall take precedence over any conflicting provisions of this agreement.

13 [For parallel provision, see Superior Court Agreement at art. 4 at p. 7.]

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1 ARTICLE 5: HOURS OF WORK

2 **Section 1. Standard Work Week:** The standard work week consists of five consecutive
3 days, with the work day beginning at 8:30 a.m. and ending at 4:30 p.m., Monday through Friday,
4 inclusive of the lunch period. Each Court Reporter reports all sessions of the Superior Court as
5 directed by the judge presiding. The hours of work, and authority to change such, of Superior Court
6 Reporters, are vested solely within the authority of the Superior Court.

7 **Section 2. Overtime:** Employees who work up to fifteen minutes prior to or after the
8 scheduled work day set forth in Section 1 above will receive compensatory time-off at straight time.
9 Employees required to work beyond 40 hours in a week will be paid or receive compensatory time at
10 the rate of time and one-half their regular rate of pay, consistent with the provisions of the F.L.S.A.

11 [For parallel provision, see Superior Court Agreement at art. 5 at p. 8.]

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1 ARTICLE 6: WAGE RATES

2 **Section 1. 2000 Wages Rate:** Effective January 1, 2000, wage rates in effect on
3 December 31, 1999 shall be increased by 90% of the CPI-W. All Cities Index, September 1998 to
4 September 1999 base year, provided, however, the amount produced by application of the foregoing
5 shall not be less than 2.0% (.02) nor greater than 6.0% (.060) of said wage rates in effect on
6 December 31, 1999.

7 **Section 2. 2001 Wages Rate:** Effective January 1, 2001, wage rates in effect on
8 December 31, 2000 shall be increased by 90% of the CPI-W. All Cities Index, September 1999 to
9 September 2000 base year, provided, however, that the amount produced by application of the
10 foregoing shall not be less than 2.0 (.02) nor greater than 6.0% (.060) of said wage rates in effect on
11 December 31, 2000.

12 **Section 3. 2002 Wages Rate:** Effective January 1, 2002, wage rates in effect on
13 December 31, 2001 shall be increased by 90% of the CPI-W. All Cities Index, September 2000 to
14 September 2001 base year, provided, however, that the amount produced by application of the
15 foregoing shall not be less than 2.0 (.02) nor greater than 6.0% (.060) of said wage rates in effect on
16 December 31, 2001.

17 **Section 4. Regular Part Time Employees:** Regular part time employees will receive pay on
18 a prorated basis.

1 ARTICLE 7: MEDICAL, DENTAL AND LIFE INSURANCE

2 **Section 1.** King County presently participates in group medical, dental, and life insurance
3 programs. The County agrees to maintain the level of benefits as currently provided by these plans
4 and pay premiums as currently practiced, during the life of this Agreement, except that the Union
5 concurs in and agrees to the County's implementation of any recommendation of the Joint Labor
6 Management Insurance Committee, which may meet at any time during the life of this agreement or
7 after its expiration.

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ARTICLE 8: VACATIONS

Section 1. All regular full-time employees shall earn vacation leave credit at the rate of one hundred seventy-five (175) hours per year; provided, however, that regular part-time employees shall earn annual leave at a rate proportionate to the percentage of time worked and pro tem employees do not earn annual leave.

Section 2. A leave of absence without pay for less than thirty (30) calendar days shall not constitute an interruption of continuous service for the purpose of determining eligibility for additional annual leave credits. Annual leave credits will not be earned during leaves of absence without pay. A new employee is not eligible to use annual leave credits until after the completion of six (6) months continuous service. Each employee may accrue annual leave up to a maximum of sixty (60) days. The King County Personnel Director or his/her designee may grant an employee specific permission to exceed the sixty (60) days maximum for a period of not longer than one (1) year. The time at which annual leave may be drawn by an employee shall be subject to the prior written approval of the supervising authority. An employee who has completed twenty-five (25) years of service shall be entitled to twenty-six (26) days of annual leave each year thereafter. An employee who has completed thirty (30) years of service shall be entitled to twenty-seven (27) leave days each year thereafter.

Section 3. No employee shall earn a month's vacation credit during a month when the employee is absent without pay more than three (3) working days. An employee shall not be granted vacation benefits if not previously accrued by the employee.

Section 4. No person shall be permitted to work for compensation for the County in any capacity during the time when vacation benefits are being drawn.

Section 5. Upon termination for any reason the employee will be paid for unused vacation credits up to the maximum allowable accumulated vacation of sixty (60) days. In cases of separation by death, payment of unused vacation benefits shall be made to the employee's estate, or in applicable cases as provided by RCW Title 11.

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Section 6. Employees may accrue additional vacation beyond the maximum specified herein when as a result of cyclical workloads or work assignments accrued vacation will be lost. Otherwise, employees shall use or forfeit the excess accrual prior to December 31 of the year in which the excess was accrued.

[For parallel provision, see Superior Court Agreement at art. 6 at p. 10.]

1 **ARTICLE 9: SICK LEAVE**

2 **Section 1.** Every regular (budgeted) full-time and regular (budgeted) part-time employee
3 shall accrue sick leave benefits at a monthly rate equal to .00384615 times the normally scheduled
4 annual hours of the employee's position; except that sick leave shall not begin to accrue until the first
5 of the month following the month in which the employee commenced employment. The employee is
6 not entitled to sick leave if not previously earned.

7 As an example of the above formula, an employee whose annual work schedule is 1820 hours
8 shall accrue sick leave monthly at a rate of .00384615 times 1820, or seven (7) hours per month.

9 **Section 2.** Employees are eligible for payment on account of illness for the following
10 reasons:

- 11 (a) Employee illness;
- 12 (b) Noncompensable injury of an employee (.e.g., those injuries generally not eligible
13 or worker's compensation payments);
- 14 (c) Employee disability due to pregnancy or childbirth;
- 15 (d) Employees exposure to contagious diseases and resulting quarantine;
- 16 (e) Employee keeping medical, dental, or optical appointments, provided that regular
17 part-time employees are expected to schedule nonemergency medical and dental appointments on
18 nonwork time;
- 19 (f) Illness of a member of the employee's immediate family or to care for the
20 employees children under age 18 when they have a health condition that requires supervision or
21 treatment.

22 **Section 3.** No employee shall earn sick leave credit during a month in which the employee is
23 absent without authorization or absent without pay for more than three (3) days.

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

25 **Section 5.** Separation from County employment except by reason of retirement or layoff due
26 to lack of work or funds or efficiency reasons, shall cancel all sick leave currently accrued to the
27 employee.

1 Section 6. Accrued sick leave may be used for absence due to temporary disability caused by
2 pregnancy.

3 Section 7. Sick leave because of an employee's physical incapacity shall not be approved
4 where the injury is directly traceable to employment other than with the Court.

5 Section 8. Employees who, after five (5) years of service, either retire as a result of length of
6 service or who terminate by reason of death shall be paid (or their estate receive) an amount equal to
7 thirty-five (35) percent of their unused, accumulated sick leave. All payments shall be based on the
8 employee's base rate.

9 Section 9. Employees injured on the job may use accrued sick leave and vacation benefits to
10 supplement King County Worker's Compensation payments but may not simultaneously collect sick
11 leave and worker's compensation payments in a total amount greater than the net regular pay of the
12 employee.

13 Section 10. Family Care and Death:

14 (a) Regular, full-time employees shall be entitled to three (3) days (21 hours) of
15 bereavement leave a year.

16 (b) In cases of family care where no sick leave benefit exists, the employee may be
17 granted leave without pay, consistent with the Federal Family Medical Leave Act.

18 (c) In the application of any of the foregoing provisions, when a holiday or regular
19 day off falls within the prescribed period of absence, it shall not be charged against sick leave accrual.

20 Section 11. Immediate Family: Immediate family, for purposes of this article, shall be
21 limited to the children, parents siblings, father-in-law mother-in-law, spouse or any relative living
22 with the employee.

23 Section 12. Regular part-time employees shall be granted family sick leave, sick leave and
24 bereavement leave hours in the same proportion as their scheduled hours of work are to the standard
25 work week. For example, an employee working 17-1/2 hours each week shall be granted 10.5 hours
26 of bereavement leave.

27 [For parallel provision, see Superior Court Agreement at art. 7 at p. 11.]
28

1 ARTICLE 10: JURY DUTY

2 **Section 1.** Any regular employee ordered on a jury shall be entitled to his or her regular pay,
3 provided that fees received for such duty, exclusive of mileage, shall be deposited with the County
4 Finance Office. No mileage shall be paid to an employee serving on a jury at the King County
5 Courthouse.

6 **Section 2.** Employees shall immediately report to their work supervisor whenever dismissed
7 from jury service, in whole or in part.

8 [For parallel provision, see Superior Court Agreement at art. 9 at p. 13.]

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1 ARTICLE 11: GRIEVANCE PROCEDURE

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

6 Grievances are to be heard on County time. Employees will be unimpeded and free from
7 restraint, interference, coercion, discrimination or reprisal in seeking adjudication of their grievances.

8 **Section 1. Grievance Definition:** An issue raised by a signatory party to this agreement
9 relating to the application of wages and wage-related matters as set forth in this agreement.

10 **Section 2.** A grievance must be presented within ten (10) working days after the occurrence
11 of the incident that gave rise to such grievance. Grievances filed by the Union on an individual or
12 group issue shall be filed at the appropriate level with the agreement of the County in order to
13 expedite resolution. Copies of the written grievance must be made available to lower level
14 supervision.

15 **Section 3. Procedure:**

16 **Step 1.** A grievance relating to wages shall be verbally presented by the Union to the
17 Court Administrator or designee. The Court Administrator or designee shall gain all relevant facts
18 and shall attempt to resolve the matter and notify the Union and the County within five (5) working
19 days. If a grievance is not pursued in writing to the next higher level within ten (10) working days
20 after the Court's response, it shall be presumed resolved.

21 **Step 2.** If, after thorough discussion, the decision of the Court Administrator has not
22 resolved the grievance satisfactorily, the grievance may be presented to King County Labor
23 Negotiator or designee. If a grievance is not pursued in writing to the next higher level within ten
24 (10) working days after the County's response, it shall be presumed resolved.

25 **Step 3.** If the grievance is not resolved at Step 2 of the procedure upon mutual
26 agreement, the Employer and the Union may submit the grievance to the Public Employment
27 Relations Commission (PERC) or another mutually agreed upon mediator for mediation within five
28 (5) workdays of the Employer's last response. If mediation fails to resolve the issue(s), then the

1 matter may be referred to arbitration. If a grievance is not pursued in writing to the next higher level
2 within ten (10) working days after mediation, it shall be presumed resolved.

3 Proceedings before the mediator shall be informal and the rules of evidence shall not apply.
4 No record of the meeting of any kind shall be made. The mediator shall have no authority to resolve
5 the grievance except by agreement of the Union and the Employer. In the event the grievance is not
6 resolved, the mediator may provide the parties an oral advisory opinion in a separate or joint session.

7 If either party does not accept an advisory opinion, the matter may then proceed to arbitration;
8 the arbitration hearings shall be held as if the grievance mediation effort had not taken place.

9 Nothing said or done by the parties or the mediator during the grievance mediation session can be
10 used against them during the arbitration proceedings.

11 **Step 4.** Failing resolution at Step 3, either party may request arbitration within thirty
12 (30) calendar days of the conclusion of Step 3, specifying the exact question which it wishes to
13 arbitrate. The parties shall select a third disinterested party to serve as an arbitrator. In the event that
14 the parties are unable to agree upon an arbitrator, then the arbitrator will be selected from a list
15 supplied by PERC or one of the private services, whichever source is mutually acceptable. The
16 arbitrator will be selected from the list by both the County representative and the Union. The party to
17 strike first will be determined by a coin toss. The arbitrator shall be asked to render a decision within
18 thirty (30) days after the case is heard by the arbitrator, and the decision of the arbitrator shall be final
19 and binding on both parties.

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

23 The arbitrator's fees and expenses shall be borne equally by both parties.

24 No matter may be arbitrated which the County, by law, has no authority over and has no authority to
25 change.

26 There shall be no strikes, cessation of work or walkouts during such conferences or
27 arbitration.

1 Each party to an arbitration proceeding shall bear the full cost of its representatives and
2 witnesses.

3 **Section 4.** Time limits set forth in this Article may be extended only by mutual agreement in
4 writing.

5 **Section 5.** Grievances processed through Step 2 of the grievance procedure shall be heard
6 during normal working hours unless stipulated otherwise by the parties. Employee representatives
7 essential to such hearings and directly involved in such grievance meetings shall be allowed to do so
8 without suffering a loss in pay at a mutually agreeable time during their normal working hours.

9 **Section 6.** Arbitration awards or grievance settlements shall not be made retroactive beyond
10 the date of the occurrence or nonoccurrence upon which the grievance is based, that date being ten
11 (10) working days or less prior to the initial filing of the grievance.

12 **Section 7. Election of Remedies.** If Employees have access to multiple procedures for
13 adjudicating grievances, then selection by the Employee of one procedure will preclude access to the
14 other procedures. Selection is to be made no later than at the conclusion of Step 2 of the grievance
15 procedure in Article 11.

16 [For parallel provision, see Superior Court Agreement at art. 10 at p. 14.]
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1 ARTICLE 12: EMPLOYEE RIGHTS

2 Up to two (2) Union Stewards representing the Union's interest during contract negotiations
3 are authorized to meet with County management during working hours without loss of pay.
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1 **ARTICLE 13: HOLIDAYS**

2 **Section 1.** All employees shall be granted the following holidays, with pay:

3	New Year's Day	January 1
4	Martin Luther King Jr.'s Day	Third Monday in January
5	President's Day	Third Monday in February
6	Memorial Day	Last Monday in May
7	Independence Day	July 4
8	Labor Day	First Monday in September
9	Veteran's Day	November 11
10	Thanksgiving Day	Fourth Thursday in November
11	Day after Thanksgiving	
12	Christmas Day	December 25

13 and any days designated by public proclamation of the Chief Executive of the State as a legal holiday,
14 and one (1) personal holiday.

15 Whenever a holiday falls upon a Sunday, the following Monday shall be observed as the
16 holiday, and any holiday falling on a Saturday shall be observed on the preceding Friday.

17 Holidays paid for but not worked shall be recognized as time worked.

18 **Section 2. Personal Holidays:** The personal holiday shall be available for use at the
19 beginning of each calendar year and must be used in that year or lost. Employees completing a
20 probationary period are entitled to utilize the floating holiday during the term of their probation.

21 **Section 3.** An employee must be in a pay status on the day prior to and the day following a
22 holiday to be eligible for holiday pay. Provided, however, that an employee who has at least five (5)
23 years of county service and who retires at the end of a month, the last regularly scheduled working
24 day of which is observed as a holiday, shall be eligible for holiday pay if the employee is in a pay
25 status the day before the day observed as a holiday.

26 **Section 4. Part-Time Employees:** Holiday benefits for regular part-time employees shall be
27 prorated.

1 ARTICLE 14: SAVINGS CLAUSE

2 Should any part hereof or any provision herein contained be rendered or declared invalid by
3 reasons of any existing or subsequently enacted legislation or by any decree of a court of competent
4 jurisdiction, such invalidation of such part or provision 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.

8 [For parallel provision, see Superior Court Agreement at art. 13 at p. 21.]
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1 ARTICLE 15: WAIVER AND COMPLETE AGREEMENT

2 The parties acknowledge that during the negotiations resulting in this Agreement each had the
3 unlimited right and opportunity to make demands and proposals with respect to any and all subjects
4 or matters not removed by law from the area of collective bargaining and understandings and
5 agreements arrived at by the parties after exercise of that right and opportunity are set forth in this
6 Agreement. The Employer and the Union each voluntarily and unqualifiedly waive the right and
7 each agrees that the other shall not be obligated to bargain collectively with respect to any subject or
8 matter not specifically referred to or covered in this Agreement, even though such subject or matter
9 may not have been within the knowledge or contemplation of either or both of the parties at the time
10 they negotiated or signed this Agreement. All rights and duties of both parties are specifically
11 expressed in this Agreement and such expression is all inclusive. This Agreement constitutes the
12 entire agreement between the parties and concludes collective bargaining for its terms, subject only to
13 a desire by both parties to mutually agree to amend or supplement at any time, and except for
14 negotiations over a successor collective bargaining agreement.

15 [For parallel provision, see Superior Court Agreement at art. 15 at p. 23.]

1 ARTICLE 16: DURATION

2 Section 1. This Agreement shall become effective the first pay date following ratification of
3 this agreement by the King County Council, and shall remain in effect until December 31, 2002.

4 Section 2. Contract negotiations for a succeeding contract may be initiated by either party
5 providing to the other written notice of its intention to do so at least thirty (30) days prior to
6 November 1, 2002.

7 Section 3. In the event the negotiations for a new Agreement extend beyond the anniversary
8 date of this Agreement, the terms of this Agreement shall remain in full force and effect to the extent
9 required by RCW 41.56 unless either party serves the other party with ten (10) days notice of intent to
10 terminate the existing Agreement.

11 [For parallel provision, see Superior Court Agreement at art. 18 at p. 26.]

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APPROVED this 14 day of June, 2000

By [Signature]
King County Executive

SIGNATORY ORGANIZATION:

[Signature] 6/8/2000
Whitney Hupf Date

Union Representative
International Federation of Professional and
Technical Engineers, Local 17 AFL-CIO

[Signature] 6/5/2000
Joseph L. McGee Date

Executive Director
International Federation of Professional and
Technical Engineers, Local 17 AFL-CIO