



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

September 20, 2016

Ordinance 18365

Proposed No. 2016-0406.1

Sponsors McDermott

1 AN ORDINANCE approving and adopting two
2 memoranda of agreement regarding Ferry Coalition
3 Reopener on Cost-of-Living Adjustment for 2017 and
4 Deckhand Bump-up to Captain, negotiated by and between
5 King County and the Ferry Coalition (Passenger only
6 Vessels, Marine Division, Department of Transportation)
7 representing employees in the department of transportation;
8 and establishing the effective dates of said agreements.

9 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

10 SECTION 1. The memorandum of agreement regarding Ferry Coalition
11 Reopener on Cost-of-Living Adjustment for 2017, negotiated by and between King
12 County and the Ferry Coalition (Passenger only Vessels, Marine Division, Department of
13 Transportation) representing employees in the department of transportation, which is
14 Attachment A to this ordinance, is hereby approved and adopted by this reference made a
15 part hereof. The memorandum of agreement regarding Deckhand Bump-up to Captain,
16 negotiated by and between King County and the Ferry Coalition (Passenger only Vessels,
17 Marine Division, Department of Transportation) representing employees in the
18 department of transportation, which is Attachment B to this ordinance, is hereby
19 approved and adopted by this reference made a part hereof.

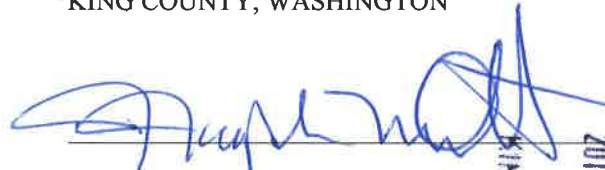
20 SECTION 2. Terms and conditions of the memorandum of agreement regarding
21 Ferry Coalition Reopener on Cost-of-Living Adjustment for 2017, which is Attachment
22 A to this ordinance, shall be effective from January 1, 2017, through and including
23 December 31, 2017. Terms and conditions of the memorandum of agreement regarding
24 Deckhand Bump-up to Captain, Attachment B to this ordinance, shall be effective

25 prospectively after the agreement is approved by King County council and implemented
26 in the payroll system, through and including December 31, 2017.
27

Ordinance 18365 was introduced on 9/12/2016 and passed by the Metropolitan King County Council on 9/19/2016, by the following vote:

Yes: 9 - Mr. von Reichbauer, Mr. Gossett, Ms. Lambert, Mr. Dunn,
Mr. McDermott, Mr. Dembowski, Mr. Upthegrove, Ms. Kohl-Welles
and Ms. Balducci
No: 0
Excused: 0

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON



J. Joseph McDermott, Chair

ATTEST:



Anne Noris, Clerk of the Council

RECEIVED
2016 SEP 28 PM 1:17
KING COUNTY COUNCIL CLERK

APPROVED this 27 day of SEPTEMBER, 2016.



Dow Constantine, County Executive

Attachments: A. Memorandum of Agreement By and Between King County and Ferry Coalition, B. Memorandum of Agreement By and Between King County and Internation Organization of Masters, Mates and Pilots and Marine Engineers' Beneficial Association and Inlandboatmen's Union of the Pacific

Memorandum of Agreement
By and Between
King County
and
Ferry Coalition
(Passenger only Vessels, Marine Division, Department of Transportation)
International Organization of Masters, Mates & Pilots (MM&P)
and
Marine Engineers' Beneficial Association (MEBA)
and
Inlandboatmen's Union of the Pacific (IBU)

SUBJECT: Ferry Coalition Reopener on Cost-of-Living Adjustment for 2017

Effective January 1, 2017, the salary in effect on December 31, 2016, for each employee in the Ferry Coalition bargaining units shall receive a General Wage Increase for 2017 (i.e., Cost-of-Living Adjustment). The General Wage Increase in 2017 shall be 1.64% for each employee, unless the Coalition of Unions currently engaged in Total Compensation bargaining negotiate a higher 2017 General Wage Increase. If the Coalition of Unions negotiates a higher General Wage Increase for 2017, the employees in the Ferry Coalition shall receive the higher General Wage Increase rate in 2017, but will not be eligible to receive any other economic and non-economic benefits of the Total Compensation Agreement.

APPROVED this 11 day of AUGUST, 2016.
By: [Signature]
King County Executive

For International Organization of Masters, Mates and Pilots:

[Signature]
Captain Tim Saffle, Branch Agent

For Marine Engineers' Beneficial Association:

[Signature]
Jeff Dunbar, Branch Agent

For Inlandboatmen's Union of the Pacific:

[Signature]
Peter Hart, Regional Director, Puget Sound Region

cba Code: 446

ADDENDUM A
Ferry Coalition
Passenger only Vessels, Marine Division, Department of Transportation
2017 Rates at 1.64%

Union Codes: AB1
AB2
AB3

Job Class Code	PeopleSoft Job Code	Classification Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
9620100	962102	Marine Captain	42.6446	44.7130	45.7860	46.8848	48.0100	49.1623	50.3422	51.5503	52.7876	54.0544
9450100	945201	Marine Deckhand	29.8790	31.3281	32.0800	32.8499	33.6383	34.4456	35.2723	36.1187	36.9857	37.8733
9450300	945301	Marine Deckhand - Purser	30.5962	32.0801	32.8500	33.6384	34.4457	35.2724	36.1189	36.9858	37.8734	38.7825
9450400	945401	Marine Deckhand - Senior	31.3305	32.8499	33.6383	34.4456	35.2723	36.1187	36.9857	37.8733	38.7823	39.7131
8440100	848102	Marine Engineer	40.6692	42.6416	43.6650	44.7130	45.7860	46.8848	48.0100	49.1623	50.3422	51.5503
4330100	433102	Marine Information Agent					25.3067	25.9141	26.5361	27.1727	27.8251	28.4927
8441100	849101	Marine Oiler	29.8790	31.3281	32.0800	32.8499	33.6383	34.4456	35.2723	36.1187	36.9857	37.8733

Memorandum of Agreement
By and Between
King County
and
International Organization of Masters, Mates and Pilots (MM&P)
and
Marine Engineers' Beneficial Association (MEBA)
and
Inlandboatmen's Union of the Pacific (IBU)

Subject: Deckhand Bump-up to Captain Agreement

Background:

The purpose of this Agreement is to improve the process whereby Deckhands bump-up to Captain and ensure service reliability for the King County Water Taxi.

Currently, six King County Marine Division (KCMD) employees in the Deckhand classification possess a Master 100 ton license (Masters License), which is necessary to operate a King County Water Taxi. In the event a regular Water Taxi Captain calls in sick or a Captain shift becomes unexpectedly vacant, this Agreement improves the process whereby a Deckhand may serve as Captain. Additionally, this Agreement aims to streamline several related administrative processes that support Water Taxi operations.

Agreement:

The parties agree to the terms outlined below that modify and replace provisions in the International Organizations of Masters, Mates and Pilots, Marine Engineers' Beneficial Association and Inlandboatmen's Union of the Pacific Collective Bargaining Agreement for January 1, 2014 through December 31, 2017 as follows:

Section 12.8 Deckhands Serving as Captains. The King County Marine Division (KCMD) shall maintain a Captain's Eligibility List of County employees in the Deckhand classification that are trained, qualified, licensed, and approved by KCMD to perform Captain duties and are available for special duty assignment purposes. For purposes of this section, eligible Deckhands shall include all career service Deckhands and special duty assignment Deckhands that are; a) assigned to a special duty Deckhand position for a duration greater than six months; and b) have completed the first six months of the special duty Deckhand assignment. In the event that an employee accepts

a subsequent special duty Deckhand assignment with a duration of 30 days or more and has previously been an "eligible Deckhand" the parties may mutually agree to alternative requirements for said employee to be designated as an eligible Deckhand. In the absence of mutually agreed alternative requirements, the requirements of a) and b) above shall apply.

A. Captain's Eligibility List: KCMD may place eligible deckhands on the Captain's Eligibility List when they successfully complete the County's required Captain training for all vessels ("Captain Checkoff") and are needed to meet business needs. KCMD may add or remove Deckhands on the Captain's Eligibility List as follows:

i. Operational reasons: KCMD may reduce the number of Deckhands on the Captain's Eligibility List by selecting Deckhands to be removed from the list in inverse seniority order of the date they received their final Captain Checkoff. Similarly, KCMD may add Deckhands to the Captain's Eligibility List based on operational needs in seniority order of the date a Deckhand receives his or her final Captain Checkoff.

ii. Personnel reasons: KCMD may remove or exclude Deckhands from the Captain's Eligibility List based on disciplinary action or refusal to bump-up to Captain while on watch. KCMD may temporarily remove Deckhands from the Captain's Eligibility List during an investigation or other significant personnel issue.

B. Deckhand Bump-up to Captain Process: When KCMD determines the need for a Deckhand to act as Captain, the Division Manager or designee will contact eligible Deckhands currently assigned to the watch in need. If more than one Deckhand regularly assigned to a watch is on the Captain's Eligibility List, they shall rotate available Captain shifts and track this rotation on the vessel. Deckhands that are regularly assigned to a watch shall have priority bump-up on their assigned watch over other eligible Deckhands temporarily dispatched to their watch. Any Deckhands that are asked to bump-up on a watch must serve as Captain.

If no Deckhands serving on a watch (i.e., shift) are on the Captain's Eligibility List, then the dispatch will be made to the most senior eligible Deckhand to serve as the Captain and proceed down the list based on availability.

KCMD may vary the order in which a special assignment is dispatched due to an emergent situation and/or the length of the assignment in order to avoid overtime costs or sailing cancellations. Nothing in this section is intended to limit or replace the existing process whereby other employees in the Captain classification are asked to cover Captain shifts.

C. Eligible Deckhand Stipend

Eligible Deckhands shall receive a monthly stipend of \$50.00 per month if all the following criteria are met:

- 1) Career Service status;
- 2) Benefit Eligible;
- 3) Captain's Checkoff complete; and,
- 4) Active status on the Captain's Eligibility List on first of the month.

The stipend pay will be paid prospectively after the Agreement is signed by the parties, approved by Council and implemented in PeopleSoft.

D. Seniority and Dues

i. A Deckhand serving as a Captain on a seasonal or daily basis will continue to accrue seniority from his or her present bargaining unit and retain reversion rights to his or her previously held position, as long as he/she maintains membership in the IBU.

ii. A Deckhand acting as a Captain for more than 240 hours will be required to submit an application to join the MM&P.

iii. A Deckhand who holds the proper qualifications and United States Coast Guard License to work as Captain for King County and who has worked more than 240 hours as a Captain for King County shall be known as a "Permit Employee."

iv. If a Permit Employee accepts a Career Service Captain's position, the provisions of the current collective bargaining agreement will apply.

v. Permit Employees will be allowed to continue work on an intermittent basis beyond 240 hours. Dues for these employees will be one-half (1/2) of the regular dues rate.

Article 13: On Call Employees

Section 13.1 The vacation accrual rate for an on call employee hired into a regular career service position shall be based on the length of service as an on call employee.

Section 13.2 If there has been one request for work and the on call employee has not worked for the County in the previous 12 months, the County will provide notice to the Union about removing employees from the on call list. After receipt of notice, the Union may request to discuss the reasons an on call employee was removed from the on call list.

Section 13.3 The parties may request to reopen negotiations for the purpose of discussing the creation of a float pool staffed by regular employees.


For International Organization of Masters, Mates and Pilots:



Captain Tim Saffle, Branch Agent

6/30/16
Date

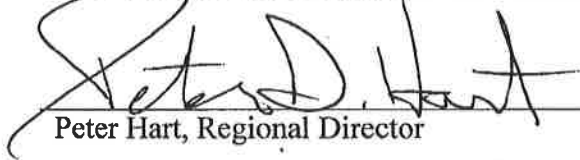
For Marine Engineers' Beneficial Association:



Jeff Duncan, MEBA Branch Agent

6/30/16
Date

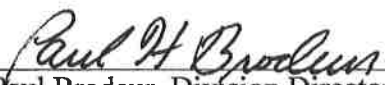
For Inlandboatmen's Union of the Pacific:



Peter Hart, Regional Director

6/30/16
Date

For King County:



Paul Brodeur, Division Director
King County Marine Division

6/30/16
Date

For King County:



Andre Chevalier, Labor Negotiator
Office of Labor Relations
King County Executive Office

6/30/16
Date