

**FINAL AWARD AGREEMENT BETWEEN
KING COUNTY
AND
TECHNICAL EMPLOYEES ASSOCIATION
Department of Transportation - Staff**

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

2 **2.1 Recognition:** The County recognizes the Association as the exclusive bargaining
3 representative with respect to wages, hours and working conditions of employment for all employees
4 in the Design and Construction section of the Transit Division of the Department of Transportation,
5 excluding supervisors, managers, confidential employees, short term temporary employees and all
6 other employees of the employer. This agreement covers the following bargaining unit:

7 A) All employees excluding supervisors

8 **2.2 Association Membership:** It shall be a condition of employment that all employees
9 covered by this Agreement who are members of the Association in good standing on the effective
10 date of this Agreement shall remain members in good standing or pay an agency fee. It shall also be a
11 condition of employment that all employees covered by this Agreement and hired or assigned into the
12 bargaining unit after its effective date shall, on the thirtieth (30) day following the beginning of such
13 employment, become and remain members in good standing in the Association or pay an agency fee.
14 Failure by an employee to satisfy the above paragraph of this section shall constitute just cause for
15 dismissal provided TEA notifies the County and the affected employee of its intent to seek dismissal
16 of the affected employee within thirty days of making a request for dismissal. At the expiration of
17 thirty days notice, TEA may request dismissal in writing. Discharge must occur within thirty days of
18 such request.

19 **2.3 Exemption:** Nothing contained in 2.2 shall require an employee to join the Association
20 who objects to membership in the Association on the grounds of a bona fide religious objection, in
21 which case the employee shall pay an amount of money equivalent to the regular Association dues
22 and initiation fee to a non-religious charity or to another charitable organization mutually agreed upon
23 by the employee affected and the bargaining representative to which the employee would otherwise
24 pay the dues and initiation fee. The employee shall furnish written proof that such payments have
25 been made. If the employee and the Association are unable to agree on the charity the Public
26 Employment Relations Commission shall designate the charity.

27 **2.4 Dues Deduction:** Upon receipt of written authorization individually signed by an
28 employee, the County shall have deducted from the pay of such employee the amount of dues as

1 certified by the secretary of the Association and shall transmit the same to its treasurer. The
2 Employer shall notify the Association of changes in employment status on a monthly basis.

3 **2.5 Indemnification:** The Association will indemnify, defend and hold the County harmless
4 against any claims made and against any suit instituted against the County on account of any check-
5 off of dues for the Association. The Association agrees to refund to the County any amounts paid to
6 it in error on account of the check-off provisions upon presentation of proper evidence thereof.

7 **2.6 Maintenance of Working Conditions:** The County recognizes its obligation to negotiate
8 wages, hours and working conditions with TEA.

9 **2.7 Application of Personnel Guidelines:** As set forth below, the 2005 King County
10 Personnel Guidelines shall apply to members of this bargaining unit where the Collective Bargaining
11 Agreement is silent or ambiguous. The 2005 Personnel Guidelines (except those identified below to
12 have no application) shall replace any pre-existing practice between the parties, provided that nothing
13 in those Guidelines will be interpreted or applied to circumvent the parties' collective bargaining
14 obligations. However, should any genuine established practice arise subsequent to the date upon
15 which this Agreement takes effect, and such practice conflicts with the terms of the 2005 Personnel
16 Guidelines (and it pertains to a matter on which the Agreement is either silent or ambiguous), then the
17 practice shall govern. Should the Guidelines be invoked to interpret the contract, the arbitrator
18 reserves the right to determine what weight should be given along side those other interpretive factors
19 that an arbitrator might conclude appropriate.

20 Except as expressly noted, definitions in the Personnel Guidelines shall apply to the
21 interpretation of the Personnel Guidelines only.

22 The parties agree that the following provisions of the King County Personnel Guidelines
23 (2005) are preempted by the terms of the parties' Collective Bargaining Agreement:

24 Preamble/Disclaimer

25 Section 1.3

26 Chapter 4

27 Chapter 5

28 Sections 6.5, 6.6, 6.9, and 6.13 – 6.15

1	Chapter 9
2	Sections 11.1, 11.2, and 11.4
3	Sections 12.4, 12.5
4	Sections 14.1-14.6 and 14.9-14.15
5	Section 15.3
6	Chapter 16
7	Chapter 17
8	Chapter 18
9	Section 19.4
10	Chapter 22
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1 **ARTICLE 3: RIGHTS OF MANAGEMENT**

2 The management of the County and the direction of the work force are vested exclusively in
3 the County, except as may be limited by the express written terms of this Agreement.

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1 **ARTICLE 4: WAIVER AND COMPLETE AGREEMENT**

2 4.1 The Agreement expressed herein in writing constitutes the entire Agreement between the
3 parties and no express or implied or oral statements shall add to or supersede any of its provisions.

4 4.2 The parties acknowledge that during the negotiations which resulted in this Agreement,
5 each had the unlimited right and opportunity to make demands and proposals with respect to any
6 subject or matter appropriate for collective bargaining, and that the understanding and agreements
7 arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.
8 Therefore, the County and TEA, for the life of this Agreement, each voluntarily and unqualifiedly
9 waive the right and each agrees that the other shall not be obligated to bargain collectively with
10 respect to any subject or matter.

11 4.3 **Modification:** Should the parties agree to amend or supplement the terms of this
12 Agreement, such amendments or supplements shall be in writing and effective when signed by the
13 parties.

1 **ARTICLE 5: DISCIPLINE AND PROBATION**

2 **5.1 Discipline:** The County may discipline an employee for just cause. Discipline may
3 include, but is not limited to, verbal or written reprimands, delayed salary step increase, demotion,
4 disciplinary transfers, suspensions without pay and/or discharge of the Employee.

5 Prior to any disciplinary action being taken an investigation will be conducted. The Employee
6 will be advised of the basis of any disciplinary action and given the opportunity to respond prior to
7 the implementation of the discipline. The type and severity of disciplinary action will be consistent
8 with the nature and severity of the behavior that led to the disciplinary action. In determining
9 appropriate disciplinary action, the County will also consider mitigating circumstances, which may
10 include the Employee's work record. Probationary and Term Limited Employees are not subject to
11 the definitions or provisions in this Article.

12 **5.2 Probation:** New Employees, including those new to a position, shall be subject to a six
13 (6) month probationary period. Employees who have been assigned to a position as an acting or TLT
14 shall be provided credit for such time toward this period, at the discretion of the appointing authority.
15 A probationary period may be extended beyond six (6) months, but no more than 12 months, upon
16 agreement of the County, the employee, and the TEA.

17 **5.3 Probationary period upon Promotion:** An employee who does not successfully
18 complete the probationary period in a position to which the employee has been promoted shall be
19 restored to the employee's former position, former salary, and all other benefits to which the
20 employee would have been entitled if the promotion had not occurred if the former position is still
21 vacant (has not been offered and accepted by an applicant), and the position still exists. If the former
22 position is unavailable, the individual will be offered any vacant Transit TEA represented position for
23 which they meet the essential qualifications for the classification and the specific qualifications for
24 the position. If they refuse to accept an offered position in a lower pay range than the position they
25 initially vacated, they will be laid off. If they accept a lower range position, they will have recall
26 rights to the next available position of the range they had at the time of the initial transfer. If they
27 refuse to accept a position of equal range and similar duties (to the position originally vacated) for
28 which they meet the essential qualifications, they will be placed on the recall list for two years.

1 Provided further, there are no reversion rights if the employee is discharged for cause.

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1 **ARTICLE 6. GRIEVANCE PROCEDURE**

2 **6.1 Nature of the Procedure:** Any dispute between the County and TEA, or between the
3 County and any employee covered by this Agreement concerning the interpretation, application, claim
4 of breach or violation of the express terms of this Agreement shall be deemed a grievance.

5 Every effort will be made to settle grievances at the lowest possible level of supervision.
6 Employees will be unimpeded and free from restraint, coercion, discrimination, or reprisal in seeking
7 adjudication of their grievance.

8 The County will attempt to hold grievance hearings during normal working hours. Employees
9 involved in such grievance hearings during their normal County working hours shall be allowed to do
10 so without suffering a loss in pay, including the grieving employee, any employee involved as a
11 witness and/or any employee representing TEA.

12 Unless otherwise indicated, days in this Article will mean calendar days. Any time limits
13 stipulated in the grievance procedure may be extended by mutual agreement in writing. If the County
14 fails to respond within the designated time frames, TEA may, at its option, continue to demand a
15 response, or pursue the grievance to the next step of the resolution process.

16 **6.2 Grievance Steps:** A grievance in the interest of a majority of the employees in the
17 bargaining unit shall be reduced to writing by TEA and may, at its discretion, be introduced at Step 2
18 of the grievance procedure within twenty-one (21) days of the alleged violation or within twenty-one
19 (21) days of when TEA reasonably should have known of the alleged violation.

20 A grievance shall be processed in accordance with the following procedure:

21 Step 1- A grievance shall be submitted in writing by TEA or the employee, within twenty (21)
22 days of the alleged contract violation or within twenty-one (21) days of when TEA reasonably should
23 have known of the alleged violation to the grieving employee's immediate supervisor. The grievance
24 shall include a description of the incident, the date it occurred and the applicable provision of the
25 collective bargaining agreement. The parties agree to make every effort to settle the grievance at this
26 stage promptly. The immediate supervisor shall answer the grievance in writing to TEA within
27 fourteen (14) days after being notified of the grievance.

28 Step 2 – If the grievance is not resolved at Step 1, it shall be forwarded to the Division

1 Manager or his/her designee within twenty-one (21) days of the Step 1 written response. The
2 Division Manager or his/her designee shall convene a meeting with TEA within fourteen (14) days
3 after receipt of the grievance. The meeting may include the aggrieved employee at their option. The
4 Division Manger of his/her designee shall answer the grievance in writing to TEA within twenty-one
5 (21) days after the meeting.

6 Step 3 – If the grievance is not resolved at Step 2, either of the signatory parties to this
7 agreement may submit the grievance to binding arbitration. Within thirty (30) days of the County's
8 Step 2 response either party may file a Demand for Arbitration. TEA's demand will be filed with the
9 Manger of the Labor Relations Section of the Human Resources Division of the Department of
10 Executive Services.

11 After the Demand for Arbitration is filed, the County and TEA will meet to select by mutual
12 agreement an arbitrator. If the parties are unable to arrive at an agreement, either party may petition
13 for a list of nine (9) arbitrators from the Public Employment Relations Commission (PERC), after
14 which an arbitrator shall be selected by the alternate striking of names, the first strike to be
15 determined by a coin flip.

16 **6.3 Arbitrator's authority:** In connection with any arbitration proceeding held pursuant to
17 this Agreement, it is understood as follows:

18 1) The arbitrator shall have no power to render a decision that will add to, subtract
19 from, alter, change or modify the terms of this Agreement, and their power shall be limited to the
20 interpretation or application of the express terms of this Agreement, and all other matters shall be
21 excluded from arbitration.

22 2) The decision of the arbitrator shall be final, conclusive and binding upon the
23 County, TEA and the employee involved.

24 3) The cost of the arbitrator shall be borne equally by the County and TEA, and each
25 party shall bear the cost of presenting its own case, including attorneys' fees, regardless of the
26 outcome of the case.

27 4) Unless otherwise agreed to in writing by the parties, the arbitrator's decision shall
28 be made in writing, and shall be issued to the parties within thirty (30) days after the case is submitted

1 to the arbitrator.

2 5) Any arbitrator selected under Step 3 shall function pursuant to the voluntary labor
3 arbitration regulations of the American Arbitration Association, unless otherwise agreed to in writing
4 by the parties.

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1 **ARTICLE 7: HOLIDAYS**

2 **7.1 Celebrated Holidays:**

3 A. All regular, probationary, provisional and term-limited temporary employees shall
4 be granted the following holidays with pay:

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<i>Holiday</i>	<i>Date Celebrated</i>
New Year's Day	January 1st
Martin Luther King Jr's Birthday	Third Monday in January
President's Birthday	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4th
Labor Day	First Monday in September
Veteran's Day	November 11th
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Day Following Thanksgiving
Christmas Day	December 25th
Two (2) Personal Holidays	

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19 B. And, any special or limited holidays as declared by the president of the United
20 States or governor and as approved by the State of Washington, and as approved by the Council.
21 Whenever a holiday falls upon a Sunday, the following Monday shall be observed as a holiday, and
22 any holiday falling on a Saturday shall be observed on the preceding Friday. To receive holiday pay,
23 an eligible employee must be in pay status the workday before and the workday after the holiday.
24 However, an employee who has successfully completed at least five (5) years of County service and
25 who retires at the end of the month in which the last regularly scheduled working day is observed as a
26 holiday, shall be eligible for holiday pay if the employee is in a pay status the day before the day
27 observed as a holiday. Holiday pay shall not exceed eight (8) hours of pay in a work unit that has a
28 standard forty-hour (40-hour) work week schedule.

1 **7.2 Personal Holidays:** Regular, probationary, provisional and term-limited temporary
2 employees shall receive two (2) personal holidays (as shown in 7.1) to be administered through the
3 vacation plan. One (1) day shall be accrued on the first of October and one (1) day shall be accrued
4 on the first of November of each year. These days may be used in the same manner as any vacation
5 day earned.

6 **7.3 Part-time Scheduled Employees:** Regular, probationary, provisional and part-time term-
7 limited temporary employees who work a part-time schedule receive paid holidays prorated based on
8 their work schedule consistent with 7.1 and 7.2.

9 **7.4 Holiday Compensation:**

10 **A.** Full-time employees who are eligible for holiday pay shall receive time and one-
11 half (1-1/2) their regular rate of pay for all hours worked on a holiday listed in 7.1.A. above. This
12 holiday compensation for hours actually worked on a holiday shall be in addition to the eight (8)
13 straight time hours of holiday pay. Employees who work the holiday shall either receive an additional
14 day's pay at their regular, straight-time hourly rate or shall at their option receive a substitute holiday,
15 use of which must be scheduled five (5) days in advance. Substitute holidays not taken off within one
16 (1) year shall be compensated for in cash.

17 **B.** Part-time employees who are eligible for holiday pay and are assigned to work on a
18 holiday shall be paid holiday compensation (1-1/2 the regular rate of pay) for the actual hours worked.
19 In addition to the holiday compensation for actual hours worked, the employees shall receive holiday
20 pay for holidays which fall on regularly scheduled working days and the holiday pay shall be pro-
21 rated based on the employees regularly scheduled working hours. Employees will not be
22 compensated for holidays falling on days that they are not regularly scheduled to work.

23 **C.** For those employees whose normal shift is longer than eight (8) hours in order to
24 receive their normal salary, shall be provided an option to either work additional hours in the pay
25 period or deduct hours from their annual leave bank.

26 **7.5 Holiday Staffing:** The County may use reduced staffing on holidays consistent with
27 weekend staffing requirements. Volunteers will be sought first for holiday staffing by rotating
28 through the list of employees by classification and seniority. If there are insufficient volunteers,

1 employees will be selected by the County using a rotation process. Employees may exchange
2 assigned holidays so long as the County incurs no additional costs. Employees proposing the
3 exchange must notify their supervisor in writing not less than fourteen (14) days in advance of the
4 holiday. Any exchange of holiday assignments will obligate both employees to work those days that
5 they have exchanged.

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1 **ARTICLE 8: VACATIONS**

2 **8.1 Vacation Leave Accrual Schedule:**

3 Regular, probationary, provisional and term-limited temporary employees shall be eligible for
4 vacation leave benefits as described in the following table except in those instances expressly stated
5 in this Article as an exception:

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Full Years of Service	Vacation Days Earned (8 hour day)
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 and beyond 26	30

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24 **8.2 Part-time Employees:** Regular, probationary, provisional and term-limited temporary
25 employees who work a part-time schedule shall accrue vacation leave in accordance with the leave
26 schedule set forth in 8.1; provided, however, such accrual rates shall be prorated to reflect his/her
27 normally scheduled work week.

28 **8.3 Vacation Accrual:** Employees eligible for vacation leave shall accrue vacation leave

1 from their date of hire in a leave eligible position. Employees who work less than a full-time
2 schedule shall receive a pro-rated leave to reflect his/her normally scheduled workweek. Employees
3 may accrue up to sixty-days (60) vacation prorated to reflect their normally scheduled workday.
4 Employees shall use vacation leave beyond the maximum accrual amount prior to December 31 of
5 each year. Failure to use vacation leave beyond the maximum accrual amount will result in forfeiture
6 of the vacation leave beyond the maximum amount unless the manager/designee has approved a
7 carryover of such vacation leave because of cyclical workloads, work assignments or other reasons as
8 may be in the best interests of the County.

9 **8.4 Vacation Eligibility:** Employees eligible for vacation leave shall not be eligible to take or
10 be paid for vacation leave until they have successfully completed their first six (6) months of County
11 service in a leave eligible position, and if they leave County employment prior to successfully
12 completing their first six (6) months of County service, shall forfeit and not be paid for accrued
13 vacation leave. Vacation may not be used until earned.

14 **8.5 Vacation Payout:** Employees shall be paid for accrued vacation leave to their date of
15 separation up to the maximum accrual amount if they have successfully completed their first six (6)
16 months of County service in a paid leave eligible position up to 480 hours maximum. Payment shall
17 be the accrued vacation leave multiplied by the employee's rate of pay in effect upon the date of
18 leaving County employment less mandatory withholdings. If an employee leaves prior to successful
19 completion of the six months of County service, they shall forfeit and not be paid for accrued
20 vacation leave.

21 **8.6 Vacation Schedules:** The manager/designee will be responsible for scheduling vacation
22 of employees in such a manner as to achieve the greatest vacation opportunity for the employees
23 while maintaining the efficient functioning of the work unit. No employee shall work for
24 compensation for the County in any capacity during the time that the employee is on vacation.

25 **8.7 Maximum Accrual:** Employees eligible for vacation leave may accrue up to sixty (60)
26 days vacation prorated to reflect their normally scheduled workday. Employees eligible for vacation
27 leave shall use vacation leave beyond the maximum accrual amount prior to December 31 of each
28 year. Failure to use vacation leave beyond the maximum accrual amount will result in forfeiture of

1 the vacation leave beyond the maximum amount unless the manager/designee has approved a
2 carryover of such vacation leave because of cyclical workloads, work assignments or other reasons as
3 may be in the best interests of the County.

4 **8.8 Payout on Separation due to Death:** In cases of separation from County employment by
5 death of an employee with accrued vacation leave and who has successfully completed his/her first
6 six (6) months of County service in a paid leave eligible position, payment of unused vacation leave
7 up to the maximum accrual amount shall be made to the employee's estate, or, in applicable cases, as
8 provided for by state law, RCW Title 11.

9 **8.9 Vacation rate on Return:** If a regular employee eligible for vacation leave resigns from
10 County employment in good standing or is laid off and subsequently returns to County employment
11 within two (2) years from such resignation or layoff, as applicable, the employee's prior County
12 service shall be counted in determining the vacation leave accrual rate under 8.1.

13 **8.10 Partial Payments:** Employees who are FLSA overtime eligible may use vacation in half
14 hour (1/2) increments. FLSA-exempt employees may use vacation in increments of not less than one
15 (1) day.

16 **8.11 Limited use on Probation:** Employees who are in a probationary period as a result of
17 promotion shall be entitled to use vacation time accrued in their prior position while they are in a
18 probationary status in their new position subject to the approval of the manager/designee.

19 **8.12 Vacation Donation:** Any regular full-time or regular part-time employee who has
20 completed at least one (1) year of service may donate to any other regular employee a portion of his or
21 her accrued vacation for the purpose of supplementing the sick or family leave benefits of the
22 receiving employee. Donated vacation shall be converted to a dollar value based upon the donor's
23 straight-time rate of pay. Vacation donations are strictly voluntary. Employees are prohibited from
24 offering or receiving monetary or other compensation in exchange for donating vacation hours. The
25 number of hours donated shall not exceed the donor's accrued vacation credit as of the date of the
26 request.

27 Donated vacation must be used within ninety (90) calendar days. Donated vacation not used
28 within 90 days or due to the death of the receiving employee shall revert to the donor.

1 **ARTICLE 9: SICK LEAVE**

2 **9.1 Sick Leave:** Regular, probationary, provisional and term-limited temporary employees will
3 accrue sick leave benefits at the rate of 0.04616 hours for each hour in pay status exclusive of overtime
4 up to a maximum of eight (8) hours per month. Except, that sick leave will not begin to accrue until the
5 first of the month following the month in which the employee commenced employment. The employee
6 is not entitled to sick leave if not previously earned. Sick leave may be used by employees covered by
7 the FLSA in one-half hour increments at the discretion of their immediate supervisor. FLSA-exempt
8 employees use sick leave for absences of one full workday.

9 **9.2 Vacation as an extension of Sick Leave:** During the first six (6) months of service in a paid
10 leave eligible position, eligible employees may, at the manager/designee's discretion, use any accrued
11 days of vacation leave as an extension of sick leave. If an employee does not work a full six (6) months
12 in a paid leave eligible position, any vacation leave used for sick leave must be reimbursed to the
13 County upon termination.

14 **9.3 Partial Day Increments:** Sick leave may be used in one half (1/2) hour increments.

15 **9.4 Unlimited Accrual:** There will be no limit to the hours of sick leave benefits accrued by
16 paid leave eligible employee.

17 **9.5 Restoration following Separation:** Separation from employment except by reason of
18 retirement, layoff for non-disciplinary medical reasons, will cancel all sick leave accrued to the paid
19 leave eligible employee as of the date of separation. Should a regular employee resign in good standing,
20 be laid off or separated for non-disciplinary medical reasons and return to County employment within
21 two (2) years, his/her accrued sick leave will be restored.

22 **9.6 Pay upon Separation:** A paid leave eligible employee who has successfully completed at
23 least five (5) years of County service and who retires as a result of length of service or who separates by
24 reason of death will be paid, or his/her estate as provided for by RCW Title 11, as applicable, an amount
25 equal to thirty-five percent (35%) of his/her unused, accumulated sick leave multiplied by the
26 employee's rate of pay in effect upon the date of leaving County employment, less mandatory
27 withholdings.

28 **9.7 Leave Without Pay for Health Reasons:** An employee must use all of his/her sick leave

1 before taking unpaid leave for his/her own health reasons. If the injury can be compensated under the
2 County's workers compensation program, then the employee has the option to augment or not
3 augment time loss payments with the use of his/her accrued sick leave.

4 **9.8 Leave Without Pay for Family Reason:** For a leave for family reasons, the employee
5 will choose at the start of the leave whether the particular leave would be paid or unpaid (see 9.11);
6 but, when an employee chooses to take paid leave for family reasons s/he may set aside a reserve of
7 up to eighty (80) hours of accrued sick leave.

8 **9.9 Use of Vacation Leave as Sick Leave:** An employee who has exhausted all of his/her
9 sick leave may use accrued vacation leave before going on leave of absence without pay.

10 **9.10 Use of Sick Leave:** Accrued sick leave will be used for the following reasons:

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

14 B. The employee's incapacitating injury, provided that:

15 1. An employee injured on the job may not simultaneously collect sick leave
16 and worker's compensation payments in a total amount greater than the net regular pay of the
17 employee; though an employee who chooses not to augment his/her worker's compensation time loss
18 pay through the use of sick leave will be deemed on unpaid leave status;

19 2. An employee who chooses to augment workers compensation payments
20 with the use of accrued sick leave unless s/he notifies the workers compensation office in writing at
21 the beginning of the leave otherwise;

22 3. An employee may not collect sick leave and worker's compensation time
23 loss payments for physical incapacity due to any injury or occupational illness that is directly
24 traceable to employment other than with the County.

25 C. Exposure to contagious diseases and resulting quarantine.

26 D. A female employee's temporary disability caused by or contributed to by
27 pregnancy and childbirth.

28 E. The employee's medical, ocular or dental appointments provided that the

1 employee's manager/designee has approved the scheduling of sick leave for such appointments.

2 **F.** To care for the employee's eligible child or child of employee's spouse or domestic
3 partner if the child has an illness or health condition which requires treatment or supervision from the
4 employee;

5 **G.** To care for other family members, if:

6 **1.** The employee has been employed by the County for twelve (12) months or
7 more and has worked a minimum of one thousand forty (1040) hours in the preceding twelve (12)
8 months,

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

13 **3.** The reason for the leave is one of the following:

14 **a.** The birth of a son or daughter and care of the newborn child, or
15 placement with the employee of a son or daughter for adoption or foster care, if the leave is taken
16 within twelve (12) months of the birth, adoption or placement;

17 **b.** The care of the employee's child or child of the employee's spouse
18 or domestic partner whose illness or health condition requires treatment or supervision by the
19 employee; or

20 **c.** Care of a family member who suffers from a serious health
21 condition.

22 **H.** Leave eligible employees who do not qualify for use of sick leave as provided
23 under 9.10.G can use sick leave in the maximum amount of three (3) days per calendar year when an
24 employee is required to care for an immediate family member who suffers from a serious health
25 condition; except, if the immediate family member is a child as defined in 9.13 in which case the use
26 of sick shall not be limited to three (3) days.

27 **9.11 Unpaid Leave:** An employee may take a total of up to eighteen (18) work weeks unpaid
28 leave for his or her own serious health condition, and for family reasons as provided in Sections

1 9.10.F and 9.10.G combined, within a twelve (12) month period. The leave may be continuous,
2 which is consecutive days or weeks, or intermittent, which is taken in whole or partial days as needed.
3 Intermittent leave is subject to the following conditions:

4 **A. Birth or Adoption:** When a leave is taken after the birth or placement of a child
5 for adoption or foster care, an employee may take leave intermittently or on a reduced leave schedule
6 only if authorized by the employee's manager/designee.

7 **B. Reduced Schedules:** An employee may take leave intermittently or on a reduced
8 schedule when medically necessary due to a serious health condition of the employee or family
9 member of the employee; and

10 **C. Temporary Transfer:** If an employee requests intermittent leave or leave on a
11 reduced leave schedule, under Section B. above, that is foreseeable based on planned medical
12 treatment, the manager/designee may require the employee to transfer temporarily to an available
13 alternative position for which the employee is qualified and that has equivalent pay and benefits and
14 that better accommodates recurring periods of leave than the regular position of the employee.

15 **9.11.1 Concurrent Time:** Use of donated leave will run concurrently with the eighteen (18)
16 workweek family medical leave entitlement.

17 **9.11.2 Insurance Premiums:** The County will continue its contribution toward health care
18 during any unpaid leave taken under Section 9.11.

19 **9.11.3 Return to Work from Unpaid Leave:** An employee who returns from unpaid family
20 or medical leave within the time provided in this Article is entitled, subject to layoff provisions, to:

21 **A.** The same position s/he held when the leave commenced; or

22 **B.** A position with equivalent status, benefits, pay and other terms and conditions of
23 employment; and

24 **C.** The same seniority accrued before the date on which the leave commenced.

25 **9.11.4 Failure to Return to Work:** Failure to return to work by the expiration date of the
26 leave of absence may be cause for removal and result in termination of the employee from County
27 service.

28 **9.12 Provider Certification:** The manager/designee and employee is responsible for the

1 proper administration of the sick leave benefit. Verification from a licensed health care provider may
2 be reasonably required to substantiate the health condition of the employee or family member for
3 leave requests.

4 **9.13 Definition of Child:** For purposes of this Article, a child means a biological, adopted or
5 foster child, a step child, a legal ward or a child of an employee standing in loco parentis to the child,
6 who is: under eighteen (18) years of age; or is eighteen (18) years of age or older and incapable of
7 self care because of mental or physical disability.

8 **9.14 FLSA:** Employees who are FLSA overtime eligible may use sick leave in half (1/2)
9 hour increments.

10 **9.15 Family and Medical Leave and Family Care:** Employees shall be entitled to family
11 medical leave, as provided by the King County Family Medical Leave Act, the federal Family
12 Medical Leave Act, and any Washington state laws that provide for family medical leave. For
13 reference purposes, the current texts of the King County Family Medical Leave Act and RCW
14 49.12.270 are attached as Addendums B and C, respectively.

1 **ARTICLE 10: GENERAL LEAVES**

2 **10.1 Donation of Leaves:** Donation of vacation leave hours and donation of sick leave
3 hours.

4 **A. Vacation leave hours:**

5 **1. Approval Required:** An employee eligible for paid leave may donate a
6 portion of his/her accrued vacation leave to another employee eligible for leave benefits. Such
7 donation will occur upon written request to and approval of the donating and receiving employee's
8 department director(s), except that requests for vacation donation made for the purposes of
9 supplementing the sick leave benefits of the receiving employee will not be denied unless approval
10 would result in a departmental hardship for the receiving department.

11 **2. Limitations:** The number of hours donated will not exceed the donor's
12 accrued vacation credit as of the date of the request. No donation of vacation hours will be permitted
13 where it would cause the employee receiving the transfer to exceed his/her maximum vacation
14 accrual.

15 **3. Return of Unused Donations:** Donated vacation leave hours must be used
16 within ninety (90) calendar days following the date of donation. Donated hours not used within
17 ninety (90) days or due to the death of the receiving employee will revert to the donor. Donated
18 vacation leave hours will be excluded from vacation leave payoff provisions contained in this Article.
19 For purposes of this Article, the first hours used by an employee will be accrued vacation leave hours.

20 **B. Sick leave hours:**

21 **1. Written Notice Required:** An employee eligible for paid leave may
22 donate a portion of his/her accrued sick leave to another employee eligible for leave benefits upon
23 written notice to the donating and receiving employee's department director(s).

24 **2. Minimum Leave Balance Required (Donor):** No donation will be
25 permitted unless the donating employee's sick leave accrual balance immediately subsequent to the
26 donation is one hundred (100) hours or more. No employee may donate more than twenty-five (25)
27 hours of his/her accrued sick leave in a calendar year.

28 **3. Return of Unused Donations:** Donated sick leave hours must be used

1 within ninety (90) calendar days. Donated hours not used within ninety (90) days or due to the death
2 of the receiving employee will revert to the donor. Donated sick leave hours will be excluded from
3 the sick leave payoff provisions contained in this Agreement, and sick leave restoration provisions
4 contained in this Agreement. For purposes of this Article, the first hours used by an employee will be
5 accrued sick leave hours.

6 **C. No Solicitation:** All donations of vacation and sick leave made under this Article
7 are strictly voluntary. An employee is prohibited from soliciting, offering or receiving monetary or
8 any other compensation or benefits in exchange for donating vacation or sick leave hours.

9 **D. Conversion Rate:** All vacation and sick leave hours donated will be converted to
10 a dollar value based on the donor's straight time hourly rate at the time of donation. Such dollar
11 value will then be divided by the receiving employee's hourly rate to determine the actual number of
12 hours received. Unused donated vacation and sick leave will be reconverted based on the donor's
13 straight time hourly rate at the time of re-conversion. An employee eligible for paid leave benefits
14 may donate accrued vacation and/or sick leave in accordance with procedures set forth under Chapter
15 3.12.223 of the King County Code (K.C.C.).

16 **10.2 Leave - Organ Donors:** The manager/designee shall allow all employees eligible for
17 paid leave benefits who are voluntarily participating as donors in life-giving or life-saving procedures
18 such as, but not limited to, bone marrow transplants, kidney transplants, or blood transfusions to take
19 five (5) days paid leave, which shall not be charged to sick or vacation leave, provided that:

20 **A.** The employee gives the manager/designee reasonable advance notice of the need to
21 take time off from work for the donation of bone marrow, a kidney, or other organs or tissue where
22 there is reasonable expectation that the employee's failure to donate may result in serious illness,
23 injury, pain or the eventual death of the identified recipient.

24 **B.** The employee provides written proof from an accredited medical institution,
25 organization or individual as to the need for the employee to donate bone marrow, a kidney, or other
26 organs or tissue or to participate in any other medial procedure where the participation of the donor is
27 unique or critical to a successful outcome.

28 **C.** Time off from work for the purpose set out above in excess of five (5) working

1 days will be subject to the terms of this Agreement.

2 **10.3. Bereavement Leave:**

3 A. Employees eligible for paid leave benefits shall be entitled to three (3) working
4 days of bereavement leave per occurrence of any death of members of their immediate family.

5 B. Employees eligible to accrue paid leave benefits who have exhausted their
6 bereavement leave, shall be entitled to use sick leave in the amount of three (3) days for each instance
7 when death occurs to any member of the employee's immediate family.

8 C. In cases of family care where no sick leave benefit exists, the employee may use
9 vacation leave, compensatory time or may be granted leave without pay.

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

13 E. For the purposes of this Section, a member of the immediate family is as follows:
14 spouse, domestic partner, grandparent, parent, child, sibling, child-in-law, parent-in-law, grandchild
15 or grandparent of the employee, employee's spouse or employee's domestic partner.

16 **10.4 Leave – Examinations:** Employees eligible for paid leave benefits shall be entitled to
17 necessary time off with pay for the purpose of participating in County qualifying or promotional
18 examinations. This shall include time required to complete any required interviews.

19 **10.5 Jury Duty:**

20 A. Employees eligible for paid leave benefits who are ordered on a jury shall be
21 entitled to their regular County pay; provided, that fees for such jury duty are deposited, exclusive of
22 mileage, with the Finance and Business Operations Division of the Department of Executive
23 Services. Employees shall report back to their supervisor on their next scheduled workday when
24 dismissed from jury service.

25 **10.6 School Volunteer:** Employees eligible for paid leave benefits shall be allowed the use
26 of up to three (3) days of sick leave each year to allow employees to perform volunteer services at the
27 school attended by the employee's child; provided, an employee requesting to use sick leave for this
28 purpose will submit such request in writing specifying the name of the school and the nature of the

1 volunteer services to be performed.

2 **10.7 Military Leave:** A leave of absence for active military duty or active military training
3 duty will be granted to eligible employees in accordance with applicable provisions of state and/or
4 federal law; and County policy provided that a request for such leave shall be submitted to the
5 manager/designee in writing by the employee and accompanied by a validated copy of military orders
6 ordering such active duty or active training duty.

7 **10.8 Executive Leave:** Employees who are exempt from the overtime provisions of the
8 FLSA shall be eligible for up to 10 days of Executive Leave annually. All employees who are exempt
9 from overtime shall receive at least three (3) days of Executive Leave annually.

10 **10.9 Leave Without Pay:**

11 A. An employee eligible for leave benefits may take a leave of absence without pay
12 for thirty (30) calendar days or less if authorized in writing by the employee's appointing authority.

13 B. An employee eligible for leave benefits may take a leave of absence without pay
14 for more than thirty (30) calendar days if authorized in writing by the employee's appointing authority
15 and the director.

16 C. Leaves of absence without pay shall be for periods not to exceed one (1) year
17 except that the director may, in special circumstances, grant an extension beyond one (1) year.

18 D. Other employee benefits as provided in Chapter 3 of the King County Code shall
19 not be provided to or accrue to the employee while on leave of absence without pay, except as
20 provided in King County Code 3.12.220.

21 E. If a leave of absence without pay was granted for purposes of recovering health, the
22 employee shall be required by the director to submit a physician's statement concerning the
23 employee's ability to resume duties prior to return to work.

24 F. An employee on leave of absence without pay may return from the leave before its
25 expiration date if the employee provides the appointing authority with a written request to that effect
26 at least fifteen (15) days prior to resuming duties.

27 G. Failure to return to work by the expiration date of a leave of absence without pay
28 shall be cause for removal and shall result in automatic termination of the employee from County

1 service.

2 H. A leave of absence without pay may be revoked by the director upon evidence
3 submitted to the director by the appointing authority of the employee indicating that such leave was
4 requested and granted under false pretenses, or that the need for such leave has ceased to exist.

5 **10.10 Closure of County Facilities:**

6 **A. Pay for employees in case of facility closure.**

7 1. If a facility is closed by order of the County Executive, regular, provisional,
8 probationary and term limited temporary employees scheduled to work will be paid their normal
9 salary or hourly wage until such time as the facility is reopened, alternative worksites are arranged, or
10 a reduction in force is implemented. If the shutdown extends for more than one week, the status of
11 displaced workers may be reviewed by the Executive to determine whether a reduction in force due to
12 either lack of funds or lack of work is in order. This applies to affected overtime exempt as well as
13 hourly employees.

14 Employees who previously request and have been approved for time off (e.g., vacation, sick
15 leave, compensatory time off, executive leave, leaves of absence) will have hours deducted from their
16 accruals as approved.

17 Employees designated as first responders and mission critical employees who are unable to
18 report to work will have their time charged to vacation, comp-time (hourly), Executive Leave
19 (salaried) or leave without pay unless the agency director determines that regular pay is warranted and
20 waives the charging of the time missed.

21 2. Where a department or division director or agency administrator closes
22 operations in his or her agency during the work day or orders employees to leave the premises
23 because of safety concerns, employees (regular, provisional, probationary and term limited
24 temporary) scheduled to work will be paid for the normally scheduled work day.

25 3. Continued closure of a facility outside the downtown core beyond the first
26 day (or partial day) as described above must be approved by the Executive; otherwise, the facility will
27 be deemed open.

28 **B. Pay for employees where facilities remain open for business.**

1 Where a department, office or facility remains open but conditions prevent an employee from
2 reporting to work:

3 1. The employee will notify his or her supervisor as soon as possible.

4 2. The employee may request, and the supervisor may approve, the use of
5 compensatory time, executive leave, vacation time, or leave without pay to cover absences resulting
6 from a county emergency, critical incident, or inclement weather. Sick leave may not be used in such
7 instances except where appropriate under sick leave provisions of the King County Code, Personnel
8 Guidelines and this collective bargaining agreement.

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1 **ARTICLE 11: HOURS OF WORK AND OVERTIME**

2 **11.1 Standard Five-Eight (5-8) Workweek Schedule:** For FLSA non-exempt employees, the
3 standard workweek will consist of five (5) consecutive work days not to exceed eight (8) hours each
4 exclusive of the meal period and not to exceed forty (40) hours per week and shall normally be
5 scheduled Monday through Friday. However, the establishment of work schedules is vested solely
6 within the purview of the County and may be changed from time to time with 2 weeks notice to the
7 employee.

8 **11.2 Overtime Payment:** Employees covered by this bargaining unit who are employed in a
9 bona fide executive, administrative or professional capacity and are in turn exempt from overtime
10 payments under the Federal Fair Labor Standards Act are expected to work the hours necessary to
11 satisfactorily perform their jobs. These employees are not eligible for overtime payments.

12 **11.2.1** FLSA non-exempt employees shall be paid at an overtime rate of one and one half
13 times their regular rate of pay for all hours worked in excess of their regularly scheduled work day or
14 work week. Unworked hours in a paid status (e.g., vacation, sick leave) shall be counted toward the
15 overtime eligibility threshold.

16 **11.2.2** All overtime shall be authorized in advance by the division manager/designee in
17 writing, except in emergencies.

18 **11.3 Alternative Work Schedules:** A full-time employee may request, a four (4) day, forty
19 (40) hour work week, a nine (9) day, eighty (80) hour bi-weekly work schedule, or other alternative
20 schedule in order to support the County Commute Trip Reduction program. Employees will submit
21 written requests for alternative work schedule approval to the Section Manager/designee. Requests
22 will be evaluated and approved or denied relative to the business needs of the organization, and must
23 be reviewed at least annually. In administering any such alternative work schedule, the following
24 working conditions shall prevail:

25 **A.** Employee participation shall be on a voluntary basis unless the Section Manager
26 determines that an alternative schedule is essential to the business needs of the organization. The
27 establishment of and approval for alternative work schedules is vested solely within the purview of
28 the County and may be changed from time to time. Such changes will normally require at least two

1 (2) weeks notice to the employee.

2 **B.** If a holiday designated pursuant to Section 7.1 falls on a Saturday or on a Friday
3 that is the normal day off, then the holiday will be taken on the last normal workday. If a designated
4 holiday falls on a Monday that is the normal day off or on a Sunday, then the holiday will be taken on
5 the next normal workday. This schedule will be followed unless the employee and his or her
6 supervisor determine that some other day will be taken for the holiday; provided, however, that in
7 such case the holiday time must be used no later than the end of the following pay period.

8 **C.** If multiple employees in a work group desire an alternative work schedule with the
9 same days off, the County may, upon written notice to TEA, subject requests for alternative schedules
10 to a bidding process, with priority given to employees in order of decreasing seniority.

11 **D.** Employees who currently work on an alternative work schedule shall be permitted
12 to retain that work schedule, subject to the management approval requirements in Section A.

13 **11.4 Compensatory Time:** An overtime eligible employee may request, and with approval of
14 the manager/designee, may receive compensatory time off in lieu of overtime pay. Such time shall be
15 earned at the rate of one and one-half (1.5X) hours for each hour worked.

16 **11.5 Emergency Call Back:**

17 An FLSA non-exempt employee covered by this Agreement who is called to duty after
18 completion of his or her regular shift or work week shall be granted a minimum of four (4) hours pay
19 at the applicable overtime rates.

20 An Emergency Call Back shall be defined as a circumstance where an employee has
21 left the work premises at the completion of his or her work regular work shift and is required to report
22 to duty prior to the start of his or her next regularly scheduled work shift. An employee who is called
23 back to report to work before the commencement of his or her regular work shift shall be
24 compensated in accordance with the Emergency Call Back provisions of this Collective Bargaining
25 Agreement.

26 **11.6 Telecommuting:** TEA and the County mutually recognize the importance of regularly
27 reporting to the assigned work site for the purposes of accomplishing work, however, consistent with
28 past practice, an employee may occasionally request, and a supervisor may occasionally approve, an

1 alternative telecommuting work schedule for a limited period of time for the purpose of
2 accommodating and balancing the individual needs of an employee and the business needs of the
3 organization. Additionally, employees are covered by the King County Telecommuting Policy (PER-
4 18.4 (AEP), and any amendments thereto.

5 **11.7 Home Free Guarantee:** The County will operate a program to provide employees with
6 a free ride home by taxi, if on a given day the employee has commuted to work by bus, carpool,
7 vanpool, bike or walking on the day of the trip and has an emergency or works unanticipated overtime
8 that day which requires the employee to leave work at other than the employee's regularly scheduled
9 quit time. Determination of what constitutes a qualified emergency will be made at each worksite by
10 the employee designated by the County. Employees can exercise their home free guarantee a
11 maximum of eight (8) times per calendar year.

1 **ARTICLE 12: REDUCTION IN FORCE**

2 **12.1 Order of layoff:** In the event of a reduction in force due to lack of work, lack of funds
3 or considerations of efficiency, the order of layoff will be determined by classification on the basis of
4 seniority. Where two or more regular employees within a classification are of equal seniority,
5 bargaining unit seniority shall determine the order of layoff between those employees. If the
6 employees are still tied after consideration of bargaining unit seniority, total County service shall
7 break the tie. If the employees are still tied, the County shall break the tie by considering merit.

8 **12.2 Seniority Calculation:** Seniority shall be the total time spent in a particular
9 classification. Part-time employees shall receive full credit. For instance, a 3/4 time employee who
10 works for 1 year in a classification shall have one (1) full year seniority in that position. If an
11 employee is bumped to a lower level classification in a classification series, the employee's seniority
12 shall be all of the time spent in the lower level classification combined with any time spent in higher
13 level classifications in the same class series.

14 **12.3 Classification Series:** The classification series shall be as follows:

- 15 1. Engineers
- 16 2. Designers
- 17 3. Construction Management
- 18 4. Project Control Engineering
- 19 5. ISP
- 20 6. Admin Spec
- 21 7. Administrator
- 22 8. Business and Finance Officer
- 23 9. Property Agent
- 24 10. Transportation Planner

25 If additional classifications are added to the bargaining unit, the parties will negotiate the
26 impact on this list of classification series.

27 **12.4** Employees may only bump into lower level classifications within the same classification
28 series.

29 **12.5 Example:**

- 30 1. Employer decides to layoff an Engineer III.

1 2. There are 3 Engineer IIIs. One with 2 years as an Engineer III, one with 4 years,
2 one with 6 years.

3 3. The Engineer III with 2 years will be laid off.

4 4. The laid off Engineer III may try to bump into a lower classification in the series. If
5 the Engineer III had 2 prior years as an Engineer II, the Engineer III has 4 years for purpose of
6 bumping into the Engineer II classification.

7 **12.6 Qualifications:** No employee may bump another employee in a classification unless the
8 bumping employee meets the essential qualifications for the classification and the specific
9 qualifications for the position to which he/she intends to bump.

10 **12.7 Re-call Rights:** A regular employee who is laid off will have recall rights to his/her
11 previous position for two (2) years from the date of layoff. An employee retains his/her recall rights
12 if he/she accepts a lesser position with the County. An employee who is laid off shall forfeit his/her
13 recall rights if he/she refuses a recall.

14 **12.8 Notice of Recall:** A regular employee will have ten (10) days from the date the notice of
15 recall is sent by certified mail in which to notify the County of whether he/she will accept the
16 position. The County will consider the employee's failure to notify the County within ten (10) days a
17 refusal; however, if the County determines that there are warranting circumstances, it may accept a
18 late notice from an employee. Notices will be in writing. It is the employee's responsibility to keep
19 the County informed of his/her current address.

20 **12.9 Reinstatement:** A regular employee recalled within two (2) years from the time of
21 layoff will have any forfeited sick leave accruals and seniority restored and adjusted for the period of
22 layoff, and vacation leave accrual rate restored.

1 **ARTICLE 13: NON-DISCRIMINATION**

2 The County shall not unlawfully discriminate against any employee with respect to
3 compensation, terms, conditions or privileges of employment because of race, color, creed, religion,
4 national origin, age, sex, sexual orientation, TEA activities, marital status, physical, mental or sensory
5 disability.

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1 **ARTICLE 14: WORK STOPPAGES AND EMPLOYER PROTECTION**

2 **14.1 No Work Stoppages:** The County and the Association agree that the public interest
3 requires efficient and uninterrupted performance of County services and to this end pledge their best
4 efforts to avoid or eliminate any conduct contrary to this objective. Specifically, the Association shall
5 not cause or condone any work stoppage, including any strike, slowdown, or refusal to perform any
6 customarily assigned duties, sick leave absence which is not bona fide, or other interference with
7 County functions by employees under this Agreement and, should same occur, the Association agrees
8 to take appropriate steps to end such interference. Any concerted action by employees shall be
9 deemed a work stoppage if any of the above activities occurs.

10 **14.2 Association's Responsibilities:** Upon notification in writing by the County to the
11 Association that any of its members are engaged in work stoppage, the Association shall immediately,
12 in writing, order such members to immediately cease engaging in such work stoppage and provide the
13 County with a copy of such order. In addition, if requested by the County, a responsible official of
14 the Association shall publicly order such employees to cease engaging in such a work stoppage.

1 **ARTICLE 15: MEDICAL, DENTAL AND LIFE PLAN**

2 Benefits eligible employees shall receive medical, dental, and life benefits as outlined in the
3 document entitled “Health Benefits for Represented Benefits-Eligible Employees Within the
4 Wastewater Treatment and Transit Divisions,” document code 426_424&425U0106, attached hereto
5 as Addendum D and “Summary of Out-of-Pocket Expenses in King County’s Medical Plans,” which
6 is labeled as Attachment A to the aforementioned document.

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1 **ARTICLE 16: SAVINGS CLAUSE**

2 Should any part hereof or any provision in this Agreement 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 within
6 thirty (30) calendar days and negotiate such parts or provisions affected. The remaining parts or
7 provisions of this Agreement shall remain in full force and effect.

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1 **ARTICLE 17: WAGE RATES**

2 17.1 Wage rates under this Agreement shall be retroactive to January 1, 2005.

3 17.2 **2005 Wage Rate:** The salary ranges for employees in the bargaining unit are set forth in
4 Addendum A, attached to this Agreement.

5 17.3 **2006 Wage Rate:** Effective January 1, 2006, the pay for all classifications in the
6 bargaining unit shall be increased by a percentage equal to 90% of the increase in the Seattle CPI
7 index (from June to June) with a minimum increase of 2% and a maximum increase of 6%, which
8 amounts to 2.08%.

9 17.4 **2007 Wage Rate:** Effective January 1, 2007, the pay for all classifications in the
10 bargaining unit shall be increased by a percentage equal to 90% of the increase in the Seattle CPI
11 index (from June to June) with a minimum increase of 2% and a maximum increase of 6%, which
12 amounts to 4.16%.

13 17.5 **Step Increase and Merit Pay:** Upon satisfactory completion of a six (6) month
14 probationary period, regular employees shall be advanced to Step 2, if the rate currently held is Step
15 1. A one-step increase for completion of probation for regular employees at Step 2 or above is
16 permissive, and may be given at the discretion of the appointing authority.

17 Every employee who received at least a satisfactory year-end evaluation and who is not at the
18 top of his or her schedule will advance the equivalent of one step as per existing practice on January 1
19 of the following year. An employee at the top of his or her schedule shall be eligible for merit
20 increases according to the existing practice.

1 **ARTICLE 18: EMPLOYEE RIGHTS**

2 **18.1 Review of Personnel Files:**

3 The only personnel files will be the Department personnel file and the Section personnel file.
4 Additionally, supervisors may keep a “working file” which may be used for the purpose of
5 developing an annual evaluation. Such materials will be purged from this working file when the
6 evaluation is finalized. Notes taken for such purpose may be added to the personnel file.

7 A copy of material placed into an employee’s personnel file(s) shall be provided to the
8 employee at the time of its placement in the file.

9 Upon request, an Employee can schedule an appointment to review his/her personnel files.
10 An Employee may authorize his/her Association representative to obtain a copy of his/her personnel
11 files. An Employee may also review and copy, upon request, any files to which s/he has a legal right
12 to access. Employees who challenge material included in their personnel files are permitted to insert
13 material relating to the challenge.

14 **18.2 Union Representation:** An Employee, at his/her request has the right to Association
15 representation at any meeting which s/he reasonably believes may lead to disciplinary action against
16 the Employee. If the employee requests TEA representation in such a matter, the Employee will be
17 provided reasonable time to arrange for TEA representation. The parties acknowledge that in certain
18 instances a reasonable time may be as little as that same day.

19 **18.3 Release Time and Facilities Access:**

20 **18.3.1 Workplace Access:** An employee authorized by TEA to serve as its representative
21 may visit the work location of other employees at reasonable times for purpose of administering the
22 terms of this Agreement. TEA shall regularly submit a list of its designated representatives to the
23 Manager of Design and Construction. If the TEA representative is making a worksite visit during his
24 or her regular work hours, s/he will obtain agreement from his/her supervisor. Before visiting the
25 work location, the TEA representative must contact the supervisor or manager of that location to
26 ensure that the worksite visit will not unduly interfere with normal operations at the worksite.

27 **18.3.2 Release Time:** When it is necessary during a TEA representative’s work hours for that
28 TEA representative to participate in County meetings (i.e. investigatory interviews, Labor-

1 management meetings, negotiations, or grievance hearings) the TEA representative shall be on paid
2 time. In no instance shall the release of the TEA representative for this purpose interfere with County
3 operations. Release time shall be permitted for contract negotiations for a total of up to four (4)
4 people to bargain contracts for the two (2) transit TEA bargaining units. Other representation
5 activities (i.e. preparation for collective bargaining, preparation for grievance hearings or arbitrations,
6 advice on completing forms or reports requested by the County, etc.) by TEA representatives must be
7 conducted outside of regular work hours.

8 **18.3.3 Bulletin Boards:** The County will permit the union to post or distribute, in the
9 Employees work locations announcement of meetings, elections of officer, and other Association
10 materials, provide there is sufficient space beyond what is required by the County for normal
11 operations. Only recognized officers, stewards and authorized representatives of the TEA will be
12 entitled to post TEA materials.

13 **18.3.4 Email, photocopies, and faxes:** The County recognizes that certain minimal use by
14 the union of County equipment and facilities is consistent with County business needs. Employees
15 who are designated by TEA as representatives may make limited use of County telephones, fax
16 machines, copies and similar equipment for the use of contract administration. Use of phones or fax
17 machines shall not be for long distance calls. In addition, such employee representatives may use the
18 County electronic mail system for communications relating to contract administration. Any use of
19 county equipment or facilities must be use which is brief in duration and accumulation, and which
20 does not interfere with or impair the conduct of official County business. The contours of this right
21 are meant to parallel the County policy as regards the use of county telephones for personal calls. The
22 Association understands that any communication sent on County equipment may be monitored by the
23 County to the extent permitted by law. Any communication must adhere to any and all County
24 policies relating to proper communication in the workplace.

1 **ARTICLE 19: CONTRACTING OUT**

2 **19.1** The County agrees not to contract out the work typically performed by TEA members to
3 outside employers if such contracting out would result in a reduction in force of Association
4 employees in regular full-time positions.

5 **19.2** The County agrees not to utilize the services of a consulting firm for the purpose of
6 providing consultants to perform work traditionally and historically conducted by TEA bargaining
7 unit members, unless the consultants' work is limited to specific project-specific or work order
8 contracts, or used to augment the workforce on a short-term, temporary basis. This provision does
9 not preclude the County from hiring contract workers or consultants to augment work performed by
10 the bargaining unit in a manner that is consistent with the past practice of Design & Construction.

11 **19.3** The County agrees that it will not utilize individuals employed by consulting firms in
12 situations where the individuals are placed under the principal supervision of a County employee who
13 has authority to direct and assign their work.

14 **19.4** The County agrees that work performed by consultants will be limited to providing the
15 specific work product or service set forth within the terms of the consultant contracts.

16 **19.5** If, in order to adhere to County policies and procedures or state, local, and federal grant
17 conditions for a specific project, the County is required to contract all or part of the work to be
18 performed due to the limitations imposed by the funding agreement, such contracting, which shall be
19 limited as to what is required in each agreement, shall not be considered a violation of this Article;
20 provided that such contracting complies with Article 19.1.

1 **ARTICLE 20: BUS PASSES**

2 **20.1** Employees eligible for leave and insured benefits and eligible retirees as defined in this
3 section shall be issued a transit bus pass entitling the holder to ride without payment of fare on public
4 transportation services operated by or under the authority of the County. In addition, such employees
5 shall be entitled to use the transit bus pass to ride without payment of fare on public transportation
6 services operated by or under the authority of Pierce Transit, Kitsap Transit and Community Transit,
7 subject to agreements with such agencies as may be entered into by the executive. Use of transit bus
8 passes shall be restricted to such employees and retirees, and any unauthorized use shall, at a
9 minimum, result in forfeiture of the passes. Employees not eligible for leave and insured benefits
10 under this chapter shall not receive transit passes or any transit bus pass subsidy.

11 **20.2** For purposes of this section, “eligible retiree” means an employee eligible for leave and
12 insured benefits under this chapter who (1) separates from employment with the County while
13 holding a position determined by the director of the Department of Transportation to be dedicated
14 exclusively to the public transportation function, and (2) on the date of said separation is eligible to
15 receive benefits from a retirement system established pursuant to state law.

16 **20.3 Automobile Reimbursement:** No employee shall be required as a condition of
17 employment to provide a personal automobile for use on County business. Any use of a personal
18 automobile for County business shall be mutually agree to by the County and the employee and shall
19 be reimbursed at the rate established by the Internal Revenue Service.

1 **ARTICLE 21: WORK-OUT-OF-CLASSIFICATION**

2 **21.1 General:** Employees are to be properly paid for their assigned body of work, except in
3 the case of incidental assignment as described below. No employee may assume the duties of a
4 higher paid position without formal assignment, except in a bona fide emergency. Employees are not
5 entitled to classification changes or compensation for work that is not assigned.

6 **21.2 Incidental Assignment:** Nothing in this article shall limit management from assigning
7 an employee incidental work outside of the employee's current classification; such incidental work
8 assignment shall not constitute the basis for an out-of-class assignment.

9 **21.3 Special Duty Assignment:** Employees may be assigned work out of their regular
10 classification on a temporary basis by Special Duty Assignment. Restrictions on the length of the
11 assignment are governed by County policy and the Personnel Guidelines. If this assigned work is to a
12 lower classification, the employee will receive his/her normal rate of pay. Compensation for such
13 special duty assignment shall begin on the day identified in the written assignment.

14 **21.4 Pay on Special Duty:**

15 A. Pay for a special duty assignment shall be to the bottom of the pay range of the
16 existing higher-level job classification or to a pay step in the existing higher classification that
17 provides the step equivalent of approximately 5 percent increase over the employee's current rate of
18 pay, whichever is greater.

19 B. Special duty compensation may not exceed the top step of the new range unless the
20 employee was receiving above top of range merit pay. In those instances, the pay may exceed the
21 maximum of the new pay range by no more than five percent and shall continue only as long as the
22 merit pay would have remained in effect.

23 C. When the special duty assignment is completed, the employee's pay shall revert to
24 the pay rate the employee would have received if the employee had not been assigned to special duty.

25 D. Special duty pay shall not be considered part of an employee's base pay rate for
26 purposes of placement within a pay range as a result of promotion or reclassification.

27 **21.5 Accretion and other work-out-of-classification:** Incidental assignments can have the
28 cumulative effect of creating out-of-classification work by accretion when assigned work out of the

1 employee's current classification becomes the preponderance of the work performed by the employee.
2 Reorganization, changes in job content or council actions may likewise cause the duties of a position
3 to change, or a position may be otherwise incorrectly classified. Under these circumstances,
4 employees may request the Human Resources Director (or designee) to review their job duties to
5 determine if the duties and responsibilities performed by the employee are more accurately described
6 in another, more appropriate, job classification.

7 **A. County Classification Review Procedure.** Employees will submit their request
8 for reclassification by completing a Position Description Questionnaire and forwarding it to the
9 applicable Human Resources Service Delivery Manager (SDM), who will forward it to the supervisor
10 for review and comment. After the supervisor has reviewed and commented upon the PDQ, the PDQ
11 will be returned to the employee for review and comment, and then submitted to the section manager
12 and the division director before being returned to the applicable SDM for finalization. Once the PDQ
13 has been finalized, it will be delivered to King County Human Resources Division for a classification
14 analyst to review the request according to their policies and procedures and notify the employee of
15 their findings when the review is completed.

16 **B. Effective Date.** The effective date of reclassification under this article will be the
17 date the employee submits the PDQ to applicable SDM after review and comment by the supervisor,
18 or 30 days from the initial submission of a fully completed PDQ to applicable SDM, whichever is less
19 (incomplete PDQ's will not be considered as received if the applicable HR analyst returns the PDQ to
20 the employee for further completion).

21 **C. Classification and Compensation.** Classification and compensation shall be in
22 accordance with this Agreement. If a reclassification results in assignment to a higher paid
23 classification, then the employee shall receive at least the bottom of the new pay range or the step
24 equivalent of approximately 5 percent above the employee's current rate of pay, whichever is highest.

25 **D. Appeal.** The County and the Union agree that disputes relating to the
26 classification of a position will be submitted to the Division Director/designee of Human Resources
27 Department of Executive Services for reconsideration. If the Union disagrees with the Division
28 Director's/designee's decision it may, within thirty (30) days, submit the issue to a neutral third party.

1 The neutral party will be selected in accordance with the grievance procedure in this Agreement. The
2 decision of the neutral party shall be binding upon all parties. The classification issue (other than
3 jurisdictional and pay-related) shall be presented to the neutral party and will not be subject to the
4 King County Personnel Board or binding arbitration.

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1 **ARTICLE 22: SAFETY AND STANDARDS**

2 The County and its employees value a safe working environment and recognize their mutual
3 obligation to maintain safety standards. The County shall adopt and enforce a program in accordance
4 with applicable state and federal laws and regulations. The County may create and enforce safety
5 standards above those required by law, provided that nothing in this Article waives TEA's rights to
6 collectively bargain. The County shall supply and maintain safety-related items and equipment as
7 required by law or Department or Division policy or directive.

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1 **ARTICLE 23: PROMOTIONS**

2 The County and the Association agree to develop and maintain a promotional system that will
3 allow employees to be promoted to job classifications in the bargaining unit depending on their
4 demonstrated skills, knowledge, and the availability of higher level work and funding. The benefits
5 to the employees and the organization include the following:

- 6 ● Increases efficiency and effectiveness by retaining trained and qualified employees
- 7 ● Promotes a productive, high quality work environment
- 8 ● Provides employees with career growth opportunities Design and Construction
- 9 ● Enhances employee morale

10 The County and the Association have the following shared interests for filling vacancies of
11 positions represented by the Association:

- 12 ● Hiring the most qualified candidate to fill the position
- 13 ● A quick and fair process
- 14 ● Promoting from within

15 Management will determine staffing requirements based on an analysis of the business needs.
16 When new staffing positions are created or vacant positions are to be filled, it will be advertised to the
17 bargaining unit members. Members shall complete and submit all requested application materials by
18 the required application deadline.

19 Vacancies may be advertised simultaneously to the Association and outside the Association in
20 the interest of efficiency. Application materials will be reviewed to identify those bargaining unit
21 candidates who meet the minimum qualifications of the positions based on the “qualifications” and
22 “special necessary requirements” listed on the job bulletin. The highly qualified candidates are those
23 who meet the “highly desirable” and/or “desirable” qualifications listed on the job bulletin. If there
24 are at least three (3) highly qualified internal applicants, management will interview a minimum of
25 three (3) highly qualified candidates before considering outside candidates. One of these highly
26 qualified candidates will be selected for the job. If there are fewer than three (3) highly qualified
27 Association candidates, management may also consider the outside candidates. The most qualified
28 candidate will be selected. Management’s decision on who is the most qualified applicant is solely

1 within its discretion and is not grievable under this Agreement.

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1 **ARTICLE 24: DURATION**

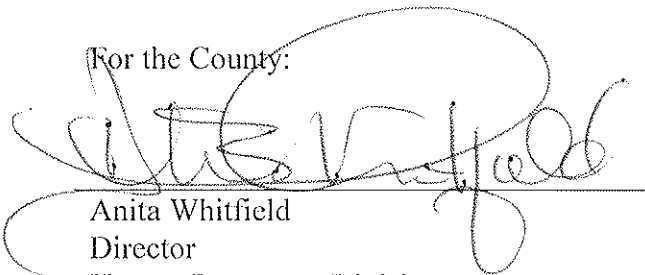
2 This Agreement shall be effective through December 31, 2007.

3 The parties agree that the above is an accurate description of the award in the TEA interest
4 arbitration and is a legally enforceable document.

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9 For the Association:

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11 
12 _____
13 Roger Brown
14 President
15 Technical Employees Association

For the County:

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17 
18 _____
19 Anita Whitfield
20 Director
21 Human Resources Division
22 Department of Executive Services
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