

**SETTLEMENT AGREEMENT**  
**BY AND BETWEEN**  
**KING COUNTY**  
**AND**  
**TECHNICAL EMPLOYEES ASSOCIATION**

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**RE: PERC ULP Case 18286-U-04-4669**

Whereas, the Technical Employees Association (TEA) has filed an unfair labor practice (ULP) complaint against King County (County) alleging a failure to bargain and interference with employee rights (PERC Case 18286-U-04-4669); and

Whereas, the parties hereto desire to reach a full and final settlement of the ULP complaint; and

Therefore, the TEA and the County agree as follows:

1. The parties agree to concurrently execute a Memorandum of Agreement [422&423U0205] that will modify their collective bargaining agreement regarding the text of Article 19 (Contracting Out).
2. Design & Construction will continue to take the steps necessary to fill the current vacant positions in Design & Construction that are currently open.
3. Design & Construction management will continue to make a good faith, genuine, and persistent effort to increase its FTE and TLT workforce in 2005 and 2006 to obviate the need for contractors and consultants. However, the County can make no commitment as to the outcome of this process and the failure of Design & Construction to expand its FTE and TLT workforce cannot be the subject of an enforcement action of this Agreement.
4. The parties agree to convene a special labor-management committee meeting one time per year to discuss Design & Construction's staffing and contracting needs and TEA's interests on this subject.
5. Concurrent with the execution of this Agreement, TEA will withdraw PERC Case 18286-U-04-4669 with prejudice.
6. The parties understand and agree that this settlement is a compromise and is not to be construed as an admission of liability or contract violation on the part of King County, its officials, officers, agents, or employees.

7. This Agreement represents the entire agreement and understanding of the parties.

For Technical Employees Association:

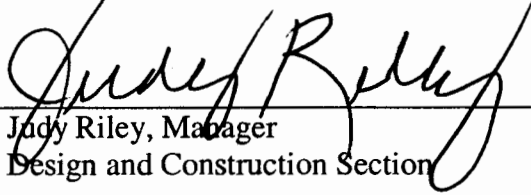


Eric Mandel  
President

5-16-05

Date

For King County Metro Transit Division:



Judy Riley, Manager  
Design and Construction Section

5/13/05

Date

For King County:



David S. Levin  
Labor Negotiator II

05-17-2005

Date