

**Memorandum of Agreement
By and Between
King County
and
Technical Employees' Association**

SUBJECT: Paid Parental Leave - Benefit Pilot for 2016

Introduction:

The parties, King County and the union referenced above, enter into this agreement for the purpose of implementing King County Ordinance 18190, an Ordinance that authorizes a 2016 pilot program of Paid Parental Leave for leave-eligible King County employees. This Agreement is entered into under the authority granted by said Ordinance, which is attached to this Memorandum of Agreement (MOA) as Exhibit 1 and incorporated herein by reference.

Brief Summary of Ordinance 18190:

The 2016 Paid Parental Leave Benefit Pilot (Pilot) provides leave-eligible employees Paid Parental Leave to supplement paid sick leave, vacation leave, executive leave and other forms of paid leave. The Pilot ensures that an employee will receive the equivalent of the employee's salary for up to a total of twelve (12) weeks, when combined with the employee's accrued paid leaves, except for one week of sick leave and one week of vacation leave (or the equivalent for Benefit Time), while on a qualifying approved leave following the birth, adoption or foster-to-adopt placement of a child with the employee ("qualifying event").

Eligible employees are those who have been employed with the County for at least six (6) months of continuous service at the time of the qualifying event. An employee's supplemental Paid Parental Leave benefit would be calculated based on the employee's existing leave accruals at the time of the qualifying event, while permitting the employee to reserve one week of sick leave and one week of vacation leave (or the equivalent for Benefit Time). The duration of the Pilot is January 1, 2016, through December 31, 2016, expiring on January 1, 2017.

Agreement:

The parties agree that leave-eligible employees, covered by the terms of the collective bargaining agreements (CBAs) for the bargaining unit(s) listed below, are eligible for the 2016 Pilot under the terms included both in this MOA and in Exhibit 1, Ordinance 18190. This includes, but is not limited to, the specific duration, conditions, restrictions, and eligibility requirements provided in each of these two (2) documents. Additionally, the parties acknowledge that the King County Human Resources Division will establish process and documentation requirements for implementation/administration of this Pilot.

The undersigned union has agreed to the King County Code changes whereby Family and Medical Leave (KCFML) will run concurrent to the federal Family and Medical Leave Act (FMLA), as provided by Ordinance 18191, by way of either: 1) the union's signature to the 2015-2016 Coalition Total Compensation Memorandum of Agreement (Document 000U0414_TotalComp_2015-2016; Ordinance 17916), or 2) the union's signature to this MOA.

King County Ordinance 18191, which enacts the KCFML/FMLA concurrency Code changes, is attached as Exhibit 2 and incorporated herein by reference.

The parties further acknowledge that:

This Agreement supersedes any and all CBA provisions or current practices which may conflict with the terms of this MOA or the underlying Ordinances;

While on paid parental leave, employees shall retain and continue to accrue seniority in accordance with the terms specified in the applicable collective bargaining agreement;

All parties have fulfilled their obligation to engage in collective bargaining over the subjects referenced in this Agreement; and

Any dispute regarding the interpretation and/or application of this Agreement shall be resolved through discussion by the parties in Labor/Management Round Table, or if the issue is department specific, in a meeting between the Office of Labor Relations Director or his/her designee and a Union Coalition Co-Chair or his/her designee. A department representative and/or King County Alternative Dispute Resolution (ADR) staff person may also be invited to participate in this discussion. Disputes will under no circumstances be resolved through the CBA, Career Service or Civil Service Rules grievance processes, but will alternatively be resolved through a process that utilizes ADR staff in a manner agreed to by the parties.

Effective Dates:

This Agreement is effective January 1, 2016. The Pilot (Ordinance 18190) expires on January 1, 2017. The FML King County Code changes (Ordinance 18191) will not expire.

Conclusion:

This MOA, along with the Ordinances referenced herein, constitutes the full and final agreement between the parties on the topic of the Paid Parental Leave Benefit Pilot. The terms of this Agreement may not be changed, modified or continued beyond the expiration date without the express written authorization (and ratification as may be required) of the parties.

For King County:

Gerald W. Topping
Interim Director
Office of Labor Relations
King County Executive Office