



King County Coalition Total Compensation Tentative Agreement

Jan. 1, 2017-Dec. 31, 2018

Frequently Asked Questions (FAQs)

What is Total Comp?

Total Compensation (or Total Comp) is a term coined during the last contract bargaining cycle where instead of negotiating only cost of living adjustments (COLA) and healthcare with other unions, we committed to negotiating all contract items related to money with the King County Coalition of Unions. This was voted and passed by all Coalition bargaining units for the effective dates of 2015-2016.

What is the difference between this agreement and the last agreement?

As a result of the Total Comp commitment outlined above, the tentative agreement that members will be voting on this year contain money-related and non-money-related items. This agreement would also create a future bargaining structure that will streamline the bargaining process into a Master Agreement, while still allowing members to negotiate the terms of their individual contracts.

GENERAL WAGE INCREASE

What is the general wage increase for 2017 and 2018?

The total amount members will receive for 2017 is 2.25%, effective Jan. 1, 2017. This includes a 1.75% general wage increase and a 0.5% Coalition premium for a total of 2.25%. The total amount members will receive for 2018 is 2.75%, effective Jan. 1, 2018. This includes a 1.75% general wage increase and a 1% premium for ratification of a Master Agreement effective Jan. 1, 2018. (The Master Agreement is discussed later in this document.)

What is the Coalition premium?

The 2017 0.5% Coalition premium is offered in addition to the 1.75% increase and is only offered to unions that participate in the Coalition agreement and non-represented employees. It does not apply to non-Coalition union members.

What is the Master Agreement premium?

The 2018 1.0% Master Agreement premium

Do I receive a COLA in 2017 or 2018?

The general wage increase of 2.25% in 2017 and 2.75% in 2018 takes the place of a COLA for these two years. For the purposes of this agreement, the general wage increase is taking the place of a COLA for 2017-2018.

MASTER AGREEMENT

What is a Master Agreement?

The Master Agreement is a future agreement to be negotiated during 2017, which would apply to all Coalition union members who ratify the agreement. It would include common contract provisions that could be standardized among many different groups.



Does the Master Agreement take the place of my contract?

If there is a provision in either Master Agreement or your contract that is better, that provision would apply to your group.

Will I get to negotiate my individual contract?

If your individual contract expires on Dec. 31, 2016, it would either be extended or negotiated in conjunction with the Master Agreement and would be effective Jan. 1, 2018 contingent on ratification.

Where else is the Master Agreement process used?

The City of Seattle, the State of Washington, and the City of Tacoma utilize a standard agreement model either having a collective agreement across bargaining units or across Coalition unions. In the private sector, Teamsters Local 174 uses a similar model to negotiate with the United Parcel Service (UPS).

Do we have to vote yes to the Master Agreement to get the 1% premium in 2018.

In order to receive the full 2.75% general wage increase in 2018, you have to vote yes to the Master Agreement to receive the 1% Master Agreement premium.

HEALTHCARE

Do I have to pay any healthcare premiums?

No. The agreement includes no increases to healthcare premiums for 2017-2018.

Are there any changes to the plans?

There are three changes to the healthcare plans. There is a change in coverage for domestic partners, a change in coverage for early retirees and an increase to the emergency room co-pay.

What are the changes in coverage for domestic partners?

Effective Jan. 1, 2018, registered domestic partners will not be covered as dependents under current plans unless the partner is older than 62 years of age and required to register with Washington State, consistent with Washington State Law. We negotiated one additional year so that impacted employees and their domestic partners can make alternate arrangements by 2018.

What does this mean if I have a registered domestic partner dependent?

If you have a current registered domestic partner dependent and do not qualify for domestic partnership under Washington State Law (under 62 years old), you have one year to comply with current healthcare dependent rules (i.e. get married) or arrange for your domestic partner to obtain other healthcare coverage. The domestic partner is eligible for COBRA for up to 18 months after the plan change—however, the employee is responsible for COBRA costs.

What are the County's contribution rates for my healthcare in 2017 and 2018?



For 2017, the County is contributing \$1465 per employee per month for healthcare. This amount is the same as the County contribution for this year. For 2018, the County is contributing \$1524 per employee per month for healthcare -- a four percent increase. This will not have an impact to members' responsibilities for healthcare expenses.

What is the Protected Fund Reserve (PFR)?

The PFR is like a savings account. The reserve was created when the insurance committee was established and the County contributed \$5 million to the account to fund any overages in healthcare costs beyond their contribution rate. Over time, due to healthcare savings by members as well as changes to the plans, the fund has grown, and is projected to reach \$42 million in 2017.

What happens if the County's contribution is different than the actual costs of the health insurance?

If the County's contribution rate is higher than the actual costs of healthcare, the County contributes the difference to a PFR. If healthcare costs rise above the County's healthcare contribution rate in the future, the County will use the PFR to cover the difference.

What is the change to the early retirement subsidy?

Effective Jan. 1, 2017, current and future retirees who elect early retirement will no longer have their health insurance subsidized by the County. They will continue to receive access to the County's plan until Medicare eligible.

How does this impact early retirees?

Early retirees can either: (1) purchase the County's medical insurance, but the employees are responsible for the full costs of the County plan; (2) use the healthcare exchange via the Affordable Care Act to elect different healthcare coverage until they are eligible for Medicare or; (3) participate in COBRA for the first 18 months after the plan change at a lesser cost than option 1. If you have specific questions about which options is right for you, you can contact the Benefits Navigator Carmen Johnson (carmen.johnson@kingcounty.gov).

What is the change to the emergency room co-pay?

The emergency room copay is increasing from \$100 per incident to \$200 per incident. This is a fee that is charged when an employee or dependent utilizes the emergency room on the plan. This fee only applies to KingCare (Regence), not SmartCare (Group Health).

Is there a way to waive the emergency room co-pay?

The emergency room copay is administered in the same manner that it is currently, which means that if you are admitted to the hospital after going to the emergency room, the fee is waived.

What are alternatives to going to the emergency room?

Emergency room costs are expensive for the plan. Other alternatives include calling the nurse hotline to evaluate what level of healthcare you need (if any), setting an appointment with your primary care doctor or specialist, or visiting an urgent care facility covered by the plan (many have expanded hours).

PAID PARENTAL LEAVE

What is Paid Parental Leave?



Paid Parental Leave is a pilot program that provides 12 weeks of paid time off for new parents (mothers, fathers, and others who have sole-custody of a new child) to bond with their new children. Paid parental leave applies to King County employees upon the birth of a child or the obtainment of custody of a child through adoption or the foster-to-adopt program. See the [Paid Parental Leave FAQ](#) for more information.

Why is Paid Parental Leave a pilot program?

Paid Parental Leave is a temporary program that was initially set up to apply to the year 2016 and has been extended into the year 2017 per this agreement. Under the agreement, an employee must have no more than two weeks of vacation and one week of sick leave in his or her leave bank to qualify. See the [Paid Parental Leave FAQ](#) for more information.

Who agreed to Paid Parental Leave?

Members voted for the Paid Parental Leave pilot for 2016. The votes were done by bargaining unit.

What happens to Paid Parental Leave in 2018?

Per this agreement, the pilot will expire on Dec. 31, 2017. Paid Parental Leave for 2018 depends on the results of the upcoming Master Agreement negotiations.

COALITION LEAVE DAYS

What are Coalition Leave Days?

Coalition Leave Days provide one additional vacation day in 2017 and two additional vacation days in 2018.

Who gets these days?

Only Coalition union members whose union was part of the King County Coalition of Unions at the time of the tentative agreement will receive these days, pending ratification of the agreement. This means non-represented employees and non-Coalition union members will not receive these days.

When will I get these days in my vacation bank?

One leave day will be deposited in your vacation bank during the first full pay period of 2017. Two leave days will be deposited in your vacation bank during the first full pay period of 2018.

Do the Coalition Leave Days expire?

The three days will be deposited in your vacation bank and will not expire at the end of 2017 or 2018. After 2018 you will not continue to receive additional vacation days unless negotiated into the next agreement.

Can I cash these Coalition Leave Days out if I can't use them?

Yes. If you retire or separate from service and have less than 480 hours in your leave bank, you can use these days as part of vacation cash out. Apart from retirement or separation from service, you do not get to cash out the three vacation days.

I have over 480 hours in my vacation bank. Do I still get these days?



Any employee whose vacation bank will go over 480 hours and is unable to use the one day in 2017 and/or two days in 2018 will be permitted to carry those days forward in their vacation bank beyond the 480 hours if they can show that they requested, but were unable to be granted leave for these days. If you have over 480 hours you will not be able to cash out the Coalition Leave Days.

PARKING

Why are parking rates going up?

The County has determined that the parking rates charged at the Goathill parking and King Street parking facilities are under market and have decided to increase their parking rates. This decision to raise the rates was done independent of negotiations.

Why is this included in our agreement?

Originally, the County proposed a significant increase to parking rates. After receiving concerns and responses from our members, we fought to resolve the issue and ensure that the increases were not as drastic as the original proposal. This is happening at the same time as Total Comp negotiations. We chose to resolve this issue in Total Comp negotiations.

What are the new parking rates?

		Current	Increase
Monthly Rates	Unreserved	\$260	\$300
	Reserved	\$300	\$385
	Carpool/Electric Car	\$182	\$210
	ADA	\$130	\$150
Daily Rates	Daily Maximum	\$15	\$20
	After-Hours / Weekend	\$7	\$7
	Motorcycles	\$5	\$5

I work at night and I can't take transit. What options do I have for parking?

We did hear concerns particularly for members who work evening hours and do not have access to transit. Options include utilizing unreserved monthly parking options, which are less expensive than the increase to reserved spots. Please review all options to determine which one would work for you.

Why are the implementation dates different between the King Street and Goat Hill Garage?

King County has acquired the King Street Center building, but will not take ownership until Jan. 1, 2017. That is why the downtown civic campus (Goat Hill Garage, KCCF and Chinook) facilities are increasing on Jan. 1, 2017 and King Street is not increasing until June 1, 2017.