

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY
AND
THE UNDERSIGNED UNIONS
ADDRESSING “TOTAL COMPENSATION”
COALITION BARGAINING 2017-2018 BUDGET**

Introduction:

King County (the County) and the King County Coalition of Unions (the Coalition Unions) have had a longstanding history of working collaboratively to address challenges and solve problems. The parties’ first “total compensation” agreement, effective 2015-2016, established the parameters for bargaining a successor agreement. That 2015-2016 Agreement (King County document code: 000U0414_TotalComp_2015-2016, attached as Exhibit 1) committed the parties to bargaining a successor coalition agreement that covered “all compensation elements” of Coalition Unions’ respective collective bargaining agreements (CBAs), as well as elements of two county initiatives identified, respectively, as “Employer of the Future” (or Best Run Government), and “Standards.” “Compensation elements” were defined as “wages, premiums, incentives, and other monetary payments; and all forms of leave and benefits.”

The County and the Coalition of Unions have bargained in good faith to address the interests of the parties relating to total compensation and the specified county initiatives. Bargaining began with a training session addressing fundamentals of joint interest-based bargaining on October 1, 2015, and bargaining concluded with the parties signing a tentative agreement (TA) on Wednesday, September 7, 2016. A copy of the September 7, 2016, TA is attached as Exhibit 2.

The purpose of this Memorandum of Agreement (MOA) is to set forth with greater specificity the terms of the 2017-2018 total compensation agreement outlined in the attached TA. The Coalition of Unions unanimously supports the terms of this MOA, and recommends ratification of this MOA by each bargaining unit in the Coalition.

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Agreement:

NOW THEREFORE, the undersigned Unions and King County agree as follows:

2016:

1. **MOA Ratification** - The undersigned unions agree this MOA is the result of good faith bargaining, and will notify the King County Office of Labor Relations of the status of their member ratification votes on or before 5 pm on Monday, October 17, 2016. This date may be changed in writing by mutual agreement of the parties.

2. **Master Labor Agreement (MLA)** - The parties will meet no later than November 11, 2016, to discuss a structure for bargaining standard practices, procedures, and collective bargaining agreement (CBA) provisions via a Master Labor Agreement (MLA). Successful MLA bargaining will bring greater efficiency to King County and support its Best Run Government principles. The MLA will meet the parties' joint interests in financial and operational stability and sustainability, and help create a desirable, competitive and consistent employment package for the County's highly capable workforce.

2017:

January 1, 2017:

1. **Wages** - Employees who were bargaining unit members on or after September 7, 2016, and who are current bargaining unit members, shall receive a 1.75% general wage increase, plus a 0.5% total compensation coalition premium, for a total of a 2.25% increase over 2016 base wages.

2. **Paid Parental Leave** - King County's Paid Parental Leave benefit (piloted in 2016 and outlined in the attached MOA as Exhibit 3, King County document code 000U0516_TotalComp_2017-2018_Exhibit 3_000U0815_PPL) will continue through 2017. This benefit will be one of many standardization topics discussed in MLA bargaining in 2017.

3. **JLMIC** - The Joint Labor Management Insurance Committee (JLMIC) Agreement covering 2017-2018 benefits is attached as Exhibit 4 (King County document code 000U0516_TotalComp_2017-2018_Exhibit 4_JLMIC MOA). This JLMIC Agreement includes the following changes, effective January 1, 2017, from the insured health benefits of the previous year:

A. There will be no increase (0%) in county contributions over the 2016 funding rate (\$1,465);

B. The County will end its subsidy for self-pay county medical insurance after

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early retirement, with reopener allowed in the event of Affordable Care Act (ACA) repeal; and

C. The current emergency room copay is increased from \$100 to \$200 (no changes to conditions under which this copay is reimbursed).

4. **Leave Day** - One (1) additional vacation day will be added to employee vacation banks in the first full pay period of 2017. Eligibility for this additional leave, rules relating to usage, and the process for awarding the additional Leave Day are all outlined in the paragraph addressing January 1, 2018, below.

5. **Parking** – New parking rates for both the downtown civic campus (Goat Hill Garage, King County Correctional Facility, Chinook Building) and the King Street Center will be increased in accordance with the following chart. The increases for the downtown civic campus are effective January 1, 2017; the increases for the King Street Center will be effective June 1, 2017.

| | | 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 |

6. **Coalition “Administrative Support” MOA** - The “Administrative Support” MOA attached as Exhibit 5 (King County document code 000U0516_TotalComp_2017-2018_Exhibit 5_000U0111_AdministrativeSupport) provisions will continue through 2017 but are subject to MLA bargaining and thus may change effective January 1, 2018. If changes to this program/benefit are not part of the MLA, the “Administrative Support” MOA expires on December 31, 2018.

2018:

January 1, 2018:

1. **Wages and Master Labor Agreement** - Employees who will be bargaining unit members on or after January 1, 2018, shall receive a 1.75% general wage increase over 2017 base wages. If an MLA is successfully bargained and fully ratified by both the Unions and the County, employees who will be bargaining unit members on or after January 1, 2018, shall also

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receive an additional 1% of their 2017 base pay as a coalition MLA premium.* If the premium is earned, the total 2018 base wage increase will equal 2.75%.

*All parties^[1] agree to be bound by the Master Labor Agreement to be negotiated to a tentative agreement no later than January 1, 2018, in conjunction with small table bargaining; provided that:

Current Unions' collective bargaining agreements (hereinafter Addenda) shall remain in effect unless modified by mutual agreement by the MLA.

Any lesser conditions contained in any Union's collective bargaining agreement shall be superseded by the conditions contained in this Master Agreement. However, except where specifically stated otherwise in the Master Agreement, nothing in the Master Agreement shall deprive any employee of any superior benefit contained in his/her Union's collective bargaining agreement.

Eligibility for the 1% MLA premium is conditioned upon the parties signing a Tentative Agreement (TA) no later than January 1, 2018. The parties acknowledge that the MLA must be TA'd by October 2, 2017, in order for the MLA premium to be included in January 2018 paychecks. Thus the parties' shared goal is to reach a TA by October 2, 2017. The MLA must be then ratified both by the County and by participating union membership in order to effectuate the 1% MLA premium.

2. JLMIC - Insured health benefits will be as reflected in the attached JLMIC Agreement, Exhibit 4. This Agreement includes the following changes from 2017:

- A. A 4% increase in King County contribution rate over 2017 rates (\$1,524); and
- B. The County domestic partner benefit will be changed to match state law.

3. Leave Days - Two (2) additional vacation days will be added to employee vacation banks in the first full pay period of 2018, under the conditions described below:

A. The one (1) additional vacation day awarded in 2017 and the two (2) additional vacation days awarded in 2018 are granted on a one-time basis only and doing so does not establish an ongoing *status quo* obligation on the part of the County to continue granting them subsequent to January 1, 2018.

^[1] Agencies that, by law, are authorized to bargain working conditions separate from the coalition are eligible for the Master Labor Agreement premium provided the labor group adopts the economics of the Master Labor Agreement.....

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B. The vacation days will be granted in the same manner as personal holidays (e.g., not available for temporary employees and other non-leave eligible employees, prorated for part-time employees, 8 hours for full-time 40-hour employees, 480 hour year-end cap), provided that any employee who is unable to use any of the additional vacation days identified in this Agreement shall be permitted to carry those additional days forward.

C. The additional vacation days are only available to bargaining units that were participants in the Coalition at the time of signature of the TA referenced as Exhibit 2.

D. The additional vacation days are contingent on unanimous recommendation for ratification of this MOA by all Coalition Unions.

It is further agreed that:

1. The general wage increases, total compensation coalition premium, MLA premium, and additional leave days award outlined in this Agreement establish no precedent with respect to future payments or awards to county employees;
2. All parties have fulfilled their obligations to engage in good faith collective bargaining over the subjects contained in this Agreement and those subjects listed in Exhibit 2;
3. The parties acknowledge that this Agreement is subject to approval by the King County Council and the Agreement has been ratified by membership of the undersigned Unions (Unions having notified the County by 5 pm on Monday October 17, 2016 of the ratification results);
4. Any dispute regarding the interpretation and/or application of this Agreement shall be handled pursuant to the terms of the applicable Union's grievance procedure, provided that if more than one bargaining unit has the same or similar dispute, the grievances shall be consolidated; and
5. The parties agree that this MOA is effective once fully ratified by King County (having already been ratified by the undersigned Unions), through December 31, 2018.

For King County:

Megan Pedersen, Interim Director
Office of Labor Relations
King County Executive Office

Date