

EXHIBIT 2
KING COUNTY and the KING COUNTY COALITION OF UNIONS
TENTATIVE AGREEMENT - 9/7/2016

1. Duration: January 1, 2017 – December 31, 2018
2. General Wage Increase and Master Agreement Premium:
 - a. 2017 – 1.75% GWI and separate total compensation coalition premium of 0.5% effective 1/1/17 (for a total of 2.25% in 2017).
 - b. 2018 – 1.75% GWI effective 1/1/18.
 - c. 2018 – 1.0% Master Agreement premium effective 1/1/18 for unions that sign onto Master Agreement. Note that this premium is contingent upon successful negotiation and mutual ratification of a Master Agreement per paragraph 5 below. This premium is also added to the 1.75% GWI for a total of 2.75%.
3. Health and Welfare (JLMIC)
 - a. 2017 – 0% increase over 2016 (\$1,465)
 - b. 2018 – 4% increase over 2017 (\$1,524)
 - c. Effective 1/1/18, change domestic partner benefit to match state law.
 - d. Effective 1/1/17, no longer subsidize County medical after early retirement with reopener for ACA repeal.
 - e. Effective 1/1/17, increase emergency room copay from \$100 to \$200.
4. Paid Parental Leave, for 2017 then subject to Paragraph 5.
5. Master Agreement and 2018 Coalition Premium:

All parties¹ agree to be bound by the Master Agreement to be negotiated to a tentative agreement no later than January 1, 2018 in conjunction with small table bargaining; provided that all parties agree that:

Present coalition union's collective bargaining agreements (hereinafter Addenda) shall remain in effect unless modified by mutual agreement.

Any lesser conditions contained in any Union's collective bargaining agreement shall be superseded by the conditions contained in this Master Agreement.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 their Union's collective bargaining agreement.

6. Leave days:
 - a. One (1) additional vacation day added to vacation bank in the first full pay period of 2017.

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

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- b. Two (2) additional vacation days added to vacation bank in the first full pay period of 2018.
 - c. The three (3) additional vacation days referenced above are granted on a one-time basis only and do not establish an ongoing *status quo* obligation to continue providing past January 1, 2018.
 - d. The vacation days are to be provided in the same manner as personal holidays (i.e. not available for temps and other non-leaves eligible employees, prorated for part time employees, 8 hours for full time 40 hour employees, 480 hour year end cap, etc.); provided, that any employee that is unable to use any of the additional vacation days identified in 6(a) or 6(b), shall be permitted to carry those additional days forward.
 - e. The additional vacation days are only available to bargaining units that were in the coalition at the time of the tentative agreement (TA) signed and dated below.
 - f. The additional vacation days are contingent on unanimous recommendation of this TA by all coalition unions.
7. Parking: Parking rates at the downtown civic campus (Goat Hill Garage, King County Correctional Facility, the Chinook Building) will be increased in accordance with the following chart effective January 1, 2017, and for King Street Center 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