

King County Supervisors:

After long and difficult negotiations, the bargaining team has reached Tentative Agreement on a new contract for King County Supervisors.

Summary of Changes in the 2009-2011 Supervisors Contract:

Economic:

- Maintenance of Standard COLA formula for 2009 and 2010; reopener to negotiate COLA formula for 2011. Standard COLA is 90% of the U.S. Cities CPI-W with a floor of 2% and a ceiling of 6%.
- Retroactive application of the 2008 COLA of 2.49% (agreement contained in a separate MOU which is already being transmitted to the County Council for adoption).
- Retroactive application of the 2009 COLA of 4.88%.
- Continued application of all Steps and Ranges.
 - *Exempt Employees*
 - Minimum Executive Leave Days increased from 3 to 5 days per year, beginning in 2010.
 - *Hourly Employees:*
 - Physical Call-Out Provision: Minimum of 2 hours of pay at the overtime rate any time an hourly employee is called and returns to a work site after completing his/her regular shift. If the call out exceeds two hours, the employee will be paid the actual hours worked at the overtime rate.
 - Technological Call-Out Provision: A TCO occurs when an hourly employee is called outside of their regular schedule and performs work duties through telephone, email, or other means not requiring physical return to the work site. If the TCO exceeds 9 minutes in duration, the employee is paid a minimum of 30 minutes of overtime pay. If the time exceeds 30 minutes, the employee is paid a minimum of 1 hour at the overtime rate.
 - Standby Pay Provision: Defined as off duty time during which an hourly employee is required to restrict his/her activities and be available to report to work. Employees assigned to standby status are paid 10% of their normal hourly rate for each hour spent on standby.

Other New Changes:

- Bereavement Leave: 3 days of bereavement leave per occurrence, rather than per year in the old contract. (Art. 7.3.1, p. 13, needs change)
- Notice Requirement for Change in Schedule: Management must provide 14 day written notice of any change in the employee's regular work schedule to employees, unless the change is compelled by business necessity.
- Grievance Timeline: To be timely, a grievance under the new contract must be presented within 15 working days of the occurrence or the employee's knowledge of the occurrence, rather than 10 workdays under the current contract. (12.2, p. 20).

The bargaining team's top priority entering these negotiations was a salary range increase. However, in these difficult economic times, it was not possible to achieve. We presented the County with both internal and external comps, as well as historical data to justify a range increase, but the County would not budge on the issue of salary.