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LETTER OF UNDERSTANDING
REVISED TO REFLECT CONTRACT EXTENSION THROUGH 2012

October 4, 2011

Roberta Burnett
IFPTE Local 17
2900 Eastlake Ave E, Suite 300
Seattle, WA 98102

Dear Roberta:

This Letter of Understanding is updated to reflect the contract extension through 2012 for PTE Local 17 contracts and memorializes our mutual agreement regarding the treatment of seniority for employees of the Public Works and Utilities Department, Surface Water Management Division, who are being reclassified from Engineering Technician 2, 3 or 4 to the classifications of Water Quality Specialist 2 or 3, or Water Quality Supervisor.

In regard to seniority for the purpose of reduction in force (Article 7.6 of the 2009 – 2012 labor agreements between Pierce County and IFPTE Local 17), the following employees will be considered to be in the “Current Classification” shown below through and including December 31, 2012, even though they were officially reclassified to the “New Classification” in November 2010:

| <u>Name</u> | <u>Current Classification</u> | <u>New Classification</u> |
|-------------------|-------------------------------|----------------------------|
| John Collins | Engineering Technician 4 | Water Quality Supervisor |
| Clarence Johnson | Engineering Technician 3 | Water Quality Specialist 3 |
| Rodney Gratzner | Engineering Technician 3 | Water Quality Specialist 3 |
| James Gillette | Engineering Technician 3 | Water Quality Specialist 3 |
| Christopher Greco | Engineering Technician 3 | Water Quality Specialist 3 |
| Windsor Kruse | Engineering Technician 3 | Water Quality Specialist 3 |
| Scott Burkart | Engineering Technician 2 | Water Quality Specialist 2 |
| Rondi Felton | Engineering Technician 2 | Water Quality Specialist 2 |
| Dennis Lightburn | Engineering Technician 2 | Water Quality Specialist 2 |
| Lenes Lines | Engineering Technician 2 | Water Quality Specialist 2 |
| Crystal Perez | Engineering Technician 2 | Water Quality Specialist 2 |
| Corrie Smith | Engineering Technician 2 | Water Quality Specialist 2 |
| Berl Eldridge | Engineering Technician 2 | Water Quality Specialist 2 |
| Diane Klavano | Engineering Technician 2 | Water Quality Specialist 2 |
| Renee Quenneville | Engineering Technician 2 | Water Quality Specialist 2 |
| Jon W. Thompson | Engineering Technician 2 | Water Quality Specialist 2 |
| Robert Dudra | Engineering Technician 2 | Water Quality Specialist 2 |

PIERCE COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER



In addition, the "current" and "new" classifications will be treated as if they are the same classification through December 31, 2012, which is the date of expiration of the current labor agreement. For example, Engineering Technician 2 and Water Quality Specialist 2 will be treated as if they are the same classification. *All* incumbents in any of the job classifications listed above as of the date of the original agreement (October 13, 2010) will be grandfathered (i.e., treated as if they were in either the Engineering Technician classification or the corresponding Water Quality classification) for the purpose of Article 7.6 through December 31, 2012.

On any seniority list produced between the date of this letter of understanding and December 31, 2012, the employees listed above will be merged with all other employees in the "Current Classification" and will be treated as being in that "Current Classification" for any evaluation or consideration of layoff, or for any other purpose for which the seniority list is used between now and December 31, 2012.

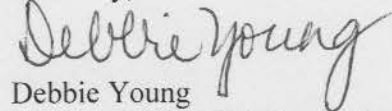
If any additional employees are *reclassified* into a Water Quality position between the date of the original letter of understanding (October 13, 2010) and December 31, 2012, their seniority will also be treated as described above, assuming they are in a Local 17 position prior to such reclassification. Any new employees hired into any one of these classifications after the signed date of the original agreement (October 13, 2010) will not be grandfathered and will be considered to hold status only in their assigned classification. After December 31, 2012, all classification titles listed above will be treated as separate job classifications.

Both Local 17 and the County agree that seniority will be an issue raised by both parties during negotiations for a successor agreement and that this letter of understanding may be amended or extended based on the outcome of those discussions.

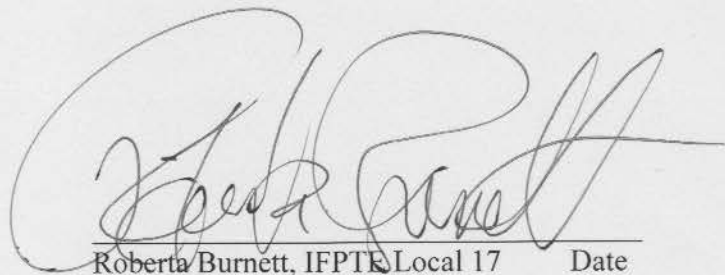
If this accurately describes our agreement and understanding, please sign below on each of the triplicate originals of this document to indicate such agreement and return to me at your earliest convenience.

Thank you for your continued cooperation in labor relations matters.

Sincerely,



Debbie Young
Assistant Labor Relations Manager



Roberta Burnett, IFPT Local 17 Date

cc: Toby Rickman, P.E., Deputy Director, Public Works and Utilities
Joe Carrillo, Labor Relations Manager
Seniority LOU 10-2010 WQ-Extension.doc