AGREEMENT BETWEEN KING COUNTY

AND

WASHINGTON STATE COUNCIL OF

COUNTY AND CITY EMPLOYEES, AFSCME, AFL-CIO

LOCAL 21DC

DISTRICT COURT EMPLOYEES

ON WAGES

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PREAMBLE

These Articles Constitute an Agreement, the terms of which have been negotiated in good faith, between King County and the Washington State Council of County and City Employees, AFSCME, AFL-CIO, Local 21DC. This agreement shall be subject to approval by Ordinance of the King County Council and was entered into for the purpose of setting forth the mutual understandings of the parties regarding wages and directly wage related benefits as allowed by law.

ARTICLE 1: PURPOSE

The intent and purpose of this Agreement is to set forth the mutual agreement of the parties regarding wages and benefits relating directly to wages.

ARTICLE 2: UNION RECOGNITION AND MEMBERSHIP

Section 1. King County recognizes the Washington State Council of County and City Employees, AFSCME, AFL-CIO, Local 21DC, as the exclusive bargaining representative of all regular full-time and regular part-time employees of the King County District Court whose job classifications are listed in PERC case numbers 7837-E-89-1329 and 8063-E-89-1366 (see Article 4 and Addendum A) in matters relating to wages and benefits directly related to wages.

Section 2. Dues Deduction. Upon receipt of written authorization individually signed by a bargaining unit employee, the County shall have deducted from the pay of such employee, the amount of dues (or agency fees, or donation to non religious charities as outlined in the collective bargaining agreement between Local 21DC and the District Court, Article 1) as certified by the business manager of the union.

The union will indemnify, defend and hold the County harmless against any claims made and against any suit instituted against the County on account of any check-off of dues for the union. The union agrees to refund to the County any amounts paid to it in error on account of the check-off provision upon presentation of proper evidence thereof.

ARTICLE 3: RIGHTS OF MANAGEMENT

Section 1. The management of the King County District Court and the direction of the work force is vested by both the Washington State Constitution and State law exclusively in the King County District Court. All matters, other than wages and benefits directly related to wages, or otherwise not specifically and expressly covered or referenced by the language of this Agreement, shall be administered for its duration by the King County District Court.

Section 2. Bi-weekly pay: King County has the right to make changes to the payroll system, including, but not limited to, the right to implement a bi-weekly payroll system, as long as such changes are passed into ordinance by the King County Council or implemented uniformly throughout the County. Such changes also include, but are not limited to those necessary to implement a new payroll system and the conversion of wages and leave accrual to an hourly rate.

ARTICLE 4: WAGE RATES

Section 1a. The wage rates for the classifications listed below shall be as listed in Addendum A.

PeopleSoft Job Code	Classification Title
007723	District Court Clerk
007740	Probation Officer
311801	Probation Mental Health Specialist

Section 1b. Upon satisfactory completion of the probationary period, regular full time employees shall receive annually, increases from one step to the next higher step within the range. Regular part-time employees shall receive step increases based on a prorated basis, based on the actual hours worked in relation to a full-time schedule.

An employee shall start at Step 1 for the classification unless she/he possesses qualifications or experience above the minimum for the position. If a newly hired employee possesses one or more of the listed qualifications which the Court decides justifies starting higher than Step 1, the employee shall receive a salary above Step 1. Despite the qualifications and/or experience of the newly hired employee, however, she/he shall not be placed above Step 6 for a starting salary. However, employees returning to District Court employment within a two-year period shall be placed at the same salary step as when they left, provided they return to the same job classification.

1). Fluent in approved Foreign Language/Signing - 1 Step

2). Prior experience credit is given for clerical experience, job knowledge, skills, and abilities, as follows:

a). Two (2) years State of Washington Court of Limited Jurisdiction Clerical experience - 1 Step for every 2 years (Limit 5 Steps);

b). Three (3) years other court clerical experience - 1 Step for every 3 years (Limit 5 Steps);

c). One (1) year of King County District Court Clerk experience - 1 Step for every year (Limit 5 Steps);

d). Three (3) years of legal assistant and/or legal secretary experience - 1 Step for every 3 years (Limit 5 Steps);

e). Educational degree from an accredited 4 year institution - 2 Steps;

f). Educational degree from a specialty program related to the work of the Court from a vocational institution, 2 year degree from an accredited community college, or the equivalent job knowledge gained through a combination of experience and educational pursuits - 1 Step. If a newly hired employee has either an educational degree from a specialty program in a vocational institution or a 2 year degree from an accredited community college AND an educational degree from an accredited 4 year institution, the employee will be credited a maximum of 2 steps.

g). Employees who receive an advanced educational degree (e.g., A.A., B.A.) beyond their high school diploma or GED while employed within the bargaining unit shall receive extra step placement (based on the step entitlement set forth in Section 1a. above) at their regular

anniversary date following their receipt of the degree. Under no circumstances may employees be paid above step 10 of their salary range under this provision.

3). Prior experience credit is given for Probation Officer experience as follows:

a). Two (2) years State of Washington Court of Limited Jurisdiction Probation officer experience - 1 Step for every 2 years (Limit 5 Steps);

b). Three (3) years other Probation Officer experience - 1 Step for every 3 years (Limit 5 Steps).

4). Alcohol/Drug Certified/Qualified - 1 Step

Section 2. The King County Standardized Salary Schedule will be adjusted upwards each year to reflect the Cost-of-Living Adjustments that are guaranteed to the bargaining unit as set forth in the attached Union Coalition Cost-of-Living ("COLA") Memorandum of Agreement Addressing The 2011 Budget Crisis, attached as Addendum B and incorporated herein by reference. (Document Code: 090C0113_Addendum B_000U0310_COLA-2011_Council 2_02_scsg.pdf)

Section 3. Employees will be paid overtime at the rate of one and one-half times their regular rate of pay for all hours worked in excess of forty (40) hours in a week.

Section 4. Callback. All bargaining unit members who are called back to work after leaving the workplace following completion of their regularly scheduled shift shall be paid for such at the one and one-half times overtime rate. A minimum of two (2) hours shall be paid to the employee or, where the actual hours worked exceeds two (2) hours, the employee shall be paid for actual hours worked. Employees shall not be called out more than once in a twenty-four (24) hour period.

Section 5. Out of Class Pay. An employee who is temporarily assigned to function in a higher classification for one (1) working day or more shall be paid five percent (5%) above the employee's regular rate of pay. If the employee performs overtime work in the higher classification, the overtime calculation shall be calculated on the out-of-class rate. When an out-of-class assignment is expected to continue for one week (forty consecutive hours or thirty-two consecutive hours in a holiday week or twenty-four consecutive hours in the Thanksgiving holiday week) or more, the employee will be temporarily upgraded to the higher classification. Employees shall be considered assigned to function in a higher classification for any assigned responsibility for training employees

and the minimum assignment for purposes of pay shall be one (1) day. Assignments of this training responsibility shall be as determined by the court.

Section 6. Court Closures. Employees designated and directed to work in the event of emergency court closures, pursuant to Article 19 of the working conditions agreement between the District Court and the Union, shall be paid one and one-half times their base hourly rate, or accrue compensatory time at time and one-half, for all hours worked during such closures, with a minimum of five (5) hours.

ARTICLE 5: MEDICAL, DENTAL AND LIFE INSURANCE PROGRAMS

Section 1. King County presently participates in group medical, dental and life insurance programs. The County agrees to maintain the level of benefits as currently provided by these plans during the life of this Agreement, unless otherwise agreed by the Joint Labor Management Insurance Committee.

Section 2. The County agrees to continue the Joint Labor Management Insurance Committee comprised of representatives from the County and its labor unions. The function of the Committee shall be to review, study, make recommendations, and enter into agreements relative to medical, dental and life insurance programs.

Section 3. The Union and County agree that the County may implement changes to employee insurance benefits as a result of agreements or recommendations of the Joint Labor Management Insurance Committee referenced in Section 2 above.

ARTICLE 6: GRIEVANCE PROCEDURE

The Employer and the Union recognize the importance and desirability of settling grievances promptly and fairly in the interest of good employee relations and morale and to this end the following procedure is outlined. To accomplish this, every effort will be made to settle grievances at the lowest possible level of supervision.

Employees will be unimpeded and free from restraint, interference, coercion, discrimination or reprisal in seeking adjudication of their grievances.

Section 1. Grievance Definition. An issue raised by a party to this agreement relating to the interpretation and application of the terms of this agreement. "Work days" are defined as Monday

through Friday, excluding holidays.

Section 2. A grievance must be presented within ten (10) work days after the occurrence or knowledge of the occurrence of such grievance, provided that the burden is on the Union to prove that the Union or employee filing the grievance did not have knowledge of the occurrence of the grievance within the ten (10) day period.

Section 3. Procedure.

Step 1. A grievance as defined in Section 1 above, shall be presented in writing by the aggrieved party to the Labor Negotiator assigned to this contract or his/her designee. The Negotiator or designee shall meet with the employee and his/her representative, and gain all relevant facts and shall attempt to adjust the matter and notify the employee and the union within fifteen (15) work days of notice of the grievance. The Negotiator shall respond to the Union within five (5) work days with the County's response.

Step 2. If, after thorough discussion, the decision of the Negotiator has not resolved the grievance, either party may request arbitration within twenty (20) work days of the conclusion of Step 1, specifying the exact question which it wishes to arbitrate. The parties shall select a third disinterested party to serve as an arbitrator. In the event that the parties are unable to agree upon an arbitrator, then the arbitrator will be selected from a list supplied by FMCS or PERC. The arbitrator shall be asked to render a decision within thirty (30) days after the case is heard by the arbitrator and the decision of the arbitrator shall be final and binding on both parties. The arbitrator shall have no power to change, alter, detract from or add to the provisions of this Agreement, but shall have the power only to apply and interpret the provisions of this Agreement in reaching a decision.

The arbitrator's fees and expenses shall be borne equally by both parties.

No matter may be arbitrated which the County, by law, has no authority over and has no authority to change. There shall be no strikes, cessation of work or walkouts during such conferences or arbitration. Each party to an arbitration proceeding shall bear the full cost of its representatives and witnesses. Regardless of the outcome, each party is responsible for their own attorney and representation fees. The arbitrator's decision shall be final and binding on all parties.

Section 4. Time limits set forth in this Article may be extended in writing by mutual

agreement.

Section 5. Grievances regarding wage related matters shall be heard during normal working hours unless stipulated otherwise by the parties. Employee representatives essential to such hearings and directly involved in such grievance meetings shall be allowed to do so without suffering a loss in pay at a mutually agreeable time during their normal working hours.

Section 6. Arbitration awards or grievance settlements shall not be made retroactive beyond the date of the occurrence or nonoccurrence upon which the grievance is based, that date being ten (10) work days or less prior to the initial filing of the grievance.

ARTICLE 7: HOLIDAYS

Regular employees shall be granted the following holidays with pay: those holidays recognized pursuant to RCW 1.16.050 as it currently exists and as it may be amended, and any day designated by public proclamation of the chief executive of the state as a legal holiday. For reference purposes, those holidays are currently as follows:

New Year's Day	January 1st
Martin Luther King Jr's Birthday	Third Monday in January
Presidents' Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4th
Labor Day	First Monday in September
Veteran's Day	November 11th
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	
Christmas Day	December 25th

In addition, all employees shall be granted two personal holidays to be administered through the vacation plan. One personal holiday shall be added to the vacation leave bank in the pay-period that includes the first day of October and one personal holiday will be added in the pay-period that includes the first day of November of each year.

For those employees whose normal work schedule is Monday through Friday, whenever a holiday falls upon a Sunday, the following Monday shall be observed as the holiday, and any holiday

falling on a Saturday shall be observed on the preceding Friday. Those employees working shifts on other than a Monday through Friday schedule shall observe holidays on the actual day of the holiday.

Holiday benefits for part-time employees (including those who are temporarily on an on-going part-time schedule) will be established based upon the ratio of hours in the employee's part-time schedule to hours in a forty (40) hour workweek.

Employees on a schedule which exceeds 8 hours in a day shall make up the difference between the holiday benefit and scheduled hours from vacation or compensatory time.

ARTICLE 8: SICK LEAVE

Section 1. Every regular full-time and part-time employee shall accrue sick leave benefits at a monthly rate equal to .04615 hours for each hour in pay status exclusive of overtime; Employees shall accrue sick leave from their date of hire in a leave eligible position. The employee is not entitled to sick leave if not previously earned.

Section 2. Sick leave may be used in one-quarter (1/4) hour increments at the discretion of the division manager or department director.

Section 3. There shall be no limit to the hours of sick leave benefits accrued by an employee.

Section 4. The King County District Court is responsible for the proper administration of the sick leave benefit. Verification of illness from a licensed physician may be required for any requested sick leave absence.

Section 5. Separation from County employment, except by reason of retirement or layoff due to lack of work or funds or efficiency reasons, shall cancel all sick leave currently accrued to the employee. Should the employee resign in good standing or be laid off and return to the County within two (2) years, accrued sick leave shall be restored.

Section 6. Employees shall be entitled to use sick leave as provided in King County Code 3.12.220, and according to those terms as defined within the Code. It is agreed that the terms of the Code shall control and this provision is not intended to add or subtract from those entitlements. Sick Leave may be used for the following reasons:

a. An employee's bona fide illness or incapacitating injury;

b. An employee's exposure to contagious diseases and resulting quarantine;

c. An employee's temporary disability caused by or contributed to by pregnancy or childbirth;

d. The birth or placement for adoption or foster care of a child of the employee or the employee's domestic partner, as provided by King County Code 3.12.220;

e. An employee's medical, dental or optical appointments;

f. To care for the employee's child or the child of an employee's spouse or domestic partner if the child has an illness or health condition which requires treatment or supervision by the employee;

g. Employees may use accrued sick leave or other paid time off to care for a family member who has a serious health condition or emergency condition, in accordance with the R.C.W. 49.12.265, as amended, and King County Ordinance;

h. For all other reasons as provided for by King County Ordinance, state law and/or federal law.

Section 7. Sick leave because of an employee's physical incapacity shall not be approved where the injury is directly traceable to employment other than with the County.

Section 8. County employees who have at least five (5) years County service and who retire as a result of length of service, or who terminate by reason of death, shall be paid an amount equal to thirty-five percent (35%) of their unused, accumulated sick leave. All payments shall be based on the employee's base rate.

Section 9. Employees injured on the job may not simultaneously collect sick leave and worker's compensation in a total amount greater than the net regular pay of the employee.

Section 10. Bereavement Leave

a. Regular full-time employees shall be entitled to 24 hours of bereavement leave in the calendar year due to death of members of their immediate family. Immediate family, for bereavement leave purposes, is defined as persons related to the employee by blood, marriage, or domestic partnership as follows: grandparents, parents, spouse, siblings, children, legally adopted children and any persons for whose financial or physical care the employee is principally responsible.

b. Regular full-time employees who have exhausted their bereavement leave shall be

entitled to use sick leave in the amount of three days for each instance when death occurs to a member of the employee's immediate family.

c. In cases of death where no sick leave benefit is authorized or exists, an employee may be granted leave without pay, consistent with District Court Personnel Guidelines.

d. In the application of any of the foregoing provisions, holidays or regular days off falling within the prescribed period of absence shall not be charged.

e. The King County District Court is responsible for the proper administration of this benefit. Each request for bereavement leave shall include a written statement regarding: the relationship of family members. A physician's verification may be required for any requested bereavement leave absence.

f. Regular part-time employees shall receive prorated benefits.

Section 11. Family Medical Leave Act: Family medical leave shall be provided in accordance with the King County Code, 3.12.220 as amended.

Section 12. Employees may donate sick leave as provided for in King County Code 3.12.223 (B).

ARTICLE 9: VACATIONS

Section 1. Regular full-time employees shall receive vacation benefits for each hour in regular pay status exclusive of overtime as indicated in the following table:

Full Years of Service			Annual Leave in Days
Upon hire through end of Year	5		12
Upon beginning of Year	6		15
Upon beginning of Year	9		16
Upon beginning of Year	11		20
Upon beginning of Year	17		21
Upon beginning of Year	18		22
Upon beginning of Year	19		23
Upon beginning of Year	20		24
Upon beginning of Year	21		25
Upon beginning of Year	22		26
Upon beginning of Year	23		27
Upon beginning of Year	24		28
Upon beginning of Year	25		29
Upon beginning of Year	26	and beyond	30

Section 2. Eligible employees shall accrue vacation leave from their date of hire, and shall accrue on an hourly basis. Eligible employees shall not be eligible to take their accrued leave until they successfully completed their first six months of County employment.

Section 3. Full-time regular employees may accrue up to sixty (60) days vacation leave, or 480 hours maximum. Part-time regular employees may accrue vacation leave up to sixty (60) days prorated (or 480 hours prorated maximum) to reflect their normally scheduled workweek.

Section 4. Vacation benefits for part-time employees (including those who are temporarily on

an on-going part-time schedule) will be established based upon the ratio of hours in the employee's part-time schedule compared to hours in a forty (40) hour workweek.

Section 5. No employee shall work for compensation for the County in any capacity during the time that the employee is on vacation.

Section 6. Vacation may be used in one-quarter (1/4) hour increments at the discretion of the department director or appointed designee.

Section 7. Upon termination for any reason after the first six months of successful County service, the employee will be paid for unused vacation credits up to the maximum allowed accumulation; provided however, employees who are hired on or after January 1, 1986 who are eligible for participation in the Public Employees' Retirement System Plan I, shall not be compensated for more than two hundred forty (240) hours of accrued vacation at the time of retirement. For employees hired on or after January 1, 1986, vacation hours accrued in excess of two hundred forty (480) hours must be used prior to the employee's date of retirement or such excess hours shall be lost. Employees shall not be eligible to be paid for vacation leave until they have successfully completed their first six months of County service; if they leave County employment prior to successfully completing their first six months of County service, they shall forfeit and not be paid for accrued leave.

Section 8. In cases of separation by death, payment of unused vacation benefits shall be made to the employee's estate, or in applicable areas, as provided by RCW, Title 11.

Section 9. Employees may continue to accrue additional vacation beyond the maximum specified herein if, as a result of cyclical workloads or work assignments, accrued vacation will be lost. Otherwise, employees must use vacation leave in excess of the maximum accrual amount on or before the last day of the pay period that includes December 31 of each year.

Section 10. Employees may transfer vacation hours as provided in King County Code 3.12.223 (A).

ARTICLE 10: SAVINGS CLAUSE

Should any part hereof or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by any decree of a court of competent

jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions hereof; provided, however, upon such invalidation the parties agree immediately to meet and negotiate such parts or provisions affected. The remaining parts or provisions shall remain in full force and effect.

ARTICLE 11: WAIVER CLAUSE

The parties acknowledge that during the negotiations resulting in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to wages and benefits related directly to wages and that agreements arrived at by the parties after exercise of that right and opportunity are set forth in this Agreement. All rights and duties of both parties are specifically expressed in this Agreement and such expression is all inclusive. This Agreement constitutes the entire agreement between the parties and concludes collective bargaining for its terms, subject only to a desire by both parties to mutually agree to amend or supplement at any time, and except for negotiations over a successor collective bargaining agreement.

ARTICLE 12: MISCELLANEOUS

Section 1. Personal Property Damage. Employees who unavoidably suffer a loss or damage to essential personal property worn on the body while working shall have same repaired or replaced by the employer at employer expense, provided that such reimbursement shall not exceed $300 per incident.

Section 2. Military Leave. Military leave shall be granted in accordance with King County policy.

Section 3. Automobile Expense. Bargaining unit members who have been authorized to use their own transportation on Court business shall be reimbursed at the per mile rate as established by County ordinance.

Section 4. Jury Duty. An employee required to serve on a jury shall continue to receive his/her regular salary while so assigned. Fees paid by the court for jury duty shall be forwarded to the employer.

ARTICLE 13: DURATION

Section 1. This Agreement shall become effective upon ratification of this Agreement by the parties, except where specific provisions in this Agreement state a different effective date for that provision.

Section 2. Contract negotiations for a succeeding contract may be initiated by either party providing to the other written notice of its intention to do so at least thirty (30) days prior to the expiration date. Lack of such notice will terminate the terms and conditions set forth in this Agreement as of the expiration date.

APPROVED this 6 day of JUNE, 2013.

By: Dow Constantine

King County Executive

SIGNATORY ORGANIZATION:

Lilian P. Hawkins

Lilian Hawkins, President
LOCAL 21DC

Ethan Fineout

Ethan Fineout, Staff Representative
WSCCCE, AFSCME, AFL-CIO

cba Code: 090 Union Code: D3

Addendum A
Wage Rates
January 1, 2012

PeopleSoft Job Code	Classification Title	Range*
007723	District Court Clerk	40
007740	Probation Officer	56
311801	Probation Mental Health Specialist	60

*All classifications are paid from the King County Standardized Salary Schedule at the 40 hour rate.

ADDENDUM B

MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY AND
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES, COUNCIL 2
ADDRESSING THE 2011 BUDGET CRISIS

WHEREAS, the County is experiencing a financial crisis with a projected General Fund revenue shortfall of $60 million;

WHEREAS, effective January 1, 2011, the County will eliminate hundreds of positions;

WHEREAS, the parties have an interest in preserving as many positions as possible;

WHEREAS, the employees represented by Washington State Council of County and City Employees, Council 2, are covered by the following labor agreements:

cba Code	Union	Contract
070	WSCCCE, Council 2, Local 21HD	Department of Public Health
080	WSCCCE, Council 2, Local 21AD	Department of Adult and Juvenile Detention
090	WSCCCE, Council 2, Local 21DC	District Court - Wages
260	WSCCCE, Council 2, Local 1652	Medical Examiner - Department of Public Health
263	WSCCCE, Council 2, Local 1652M	WorkSource - Department of Community and Human Services
272	WSCCCE, Council 2, Local 2084-FM	Department of Executive Services, Facilities Management Division
273	WSCCCE, Council 2, Local 2084-SC	Superior Court - Staff (Wages Only)
274	WSCCCE, Council 2, Local 2084SC-S	Superior Court - Supervisors (Wages Only)
275	WSCCCE, Council 2, Local 1652R	Industrial and Hazardous Waste
276	WSCCCE, Council 2, Local 2084-S	Department of Adult and Juvenile Detention (Juvenile Detention Division Supervisors)

ADDENDUM B

WHEREAS, the national financial crisis, the County's structural financial imbalance, and declining revenues have significantly impacted the County's ability to pay Cost of Living adjustments to its employees;

WHEREAS, the parties will through this Agreement help to preserve essential services and reduce layoffs necessary during 2011.

NOW THEREFORE, King County and Washington State Council of County and City Employees, Council 2 agree as follows.

1. The parties have negotiated that all employees covered by collective bargaining agreements that are open on the subject of 2011 Cost of Living pay adjustments and represented by the aforementioned Unions will not receive a 2011 Cost of Living pay adjustment.

The parties agree that wages will be increased by percentage amounts shown below:

A. <u>2012 COLA</u>
Employees shall be eligible to receive 90% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

B. <u>2013 COLA</u>
Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

C. <u>2014 COLA</u>
Employees shall be eligible to receive 95% of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W, July of the previous year to June of the current year). Zero floor and no ceiling.

The parties agree when significant shifts in economic and fiscal conditions occur during the term of this agreement, the parties agree to reopen negotiations for COLA when triggered by either an increase in the King County unemployment rate of more than 2 percentage points compared with the previous year or a decline of more than 7% in County retail sales as determined by comparing current year to previous year. Data will be derived from Washington State Department of Revenue. By no later than July 30th of each year of this agreement, the county will assess whether the economic measurements listed above trigger contract reopeners on COLA for the subsequent year.

2. Employees covered by this Agreement will be eligible to receive, in 2011, 2012, 2013 and 2014, other forms of compensation adjustments as provided for in their collective bargaining

agreement.

3. As determined by the County, savings generated by forgoing a 2011 Cost of Living pay adjustment shall be applied by the County in such a way as to reduce the loss of jobs held by bargaining unit members covered by the terms of this Agreement.

4. The County agrees to maintain the benefits negotiated in the Joint Labor Management Insurance Committee for 2011 through 2012.

5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.

6. The parties acknowledge that this Agreement is subject to approval by the King County Council and ratification by the membership of the aforementioned Unions.

7. 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.

8. The parties agree that this Memorandum of Agreement shall be in effect through December 31, 2014.

For Washington State Council of County and City Employees,
Council 2:

12/29/10
Date

For King County:

P. Cole-Tindall

12-27-10
Date

Patti Cole-Tindall, Director
Office of Labor Relations
King County Executive Office