MEMORANDUM OF AGREEMENT
BY AND BETWEEN THE
KING COUNTY DEPARTMENT OF TRANSPORTATION ("METRO")
AND THE
AMALGAMATED TRANSIT UNION, LOCAL 587 ("UNION")

SUBJECT: 4-40's, Time Standards and Purchasing New Components

Background

The parties share a mutual desire to allow flexible scheduling of Employees. It is also understood that METRO must be able to efficiently assign work. In order to allow for 4/40 shifts in Vehicle Maintenance, the parties understand that METRO must develop an effective means of measuring the performance of flexible shifts.

The parties also understand the necessity to efficiently operate the Component Supply Center (CSC), which involves determining the most efficient means of rebuilding or purchasing components. Currently CSC uses a financial model to determine if rebuilding a component is more cost effective than purchasing a new component. If buying a new component is indicated by the model, then METRO will purchase the component.

Through interest-based discussions, the parties have agreed to enter pilot programs to allow for the efficiencies discussed above. In order to do so, effective performance monitoring must be in place.

4/40 Pilot

By June 2011, a trial will be established changing a few of the Vehicle Maintenance shifts to a 4/40 structure at each base, including CSC. METRO will assure that the pilot program will allow 4/40 shifts to cover a variety of positions and shifts throughout the system. The parties agree that a 4/40 structure cannot add cost to METRO or have negative operational impacts. It is recognized that costs will be calculated to include offset benefits, such as sick leave due to Employees working a reduced work week.

4/40 Pilot Time Standards Evaluation

METRO plans on implementing time standards in accordance with Article 17, Section 2, Paragraph A. The parties agree that time standards must be completed in order to effectively measure the viability of the 4/40 pilot program. The parties agree to work together to develop a complete list of all job tasks and time standards in connection with the implementation of the pilot program.

The implementation and enforcement of these standards will be used as a measure of the effectiveness of METRO processes and training needs. METRO agrees to collaboratively work with Employees in a respectful and helpful manner on any issue related to time standards.

Component Purchasing

Components may be purchased as new or as remanufactured. METRO agrees that the UNION will assist in reviewing the formulas of the model to assure that the model includes such factors as lifecycle, quality, warranty, and other financial indicators. When the model indicates that it is more efficient to purchase remanufactured or new components, then the UNION agrees METRO can purchase these items.

Major Components

Rebuilds for engines and transmissions will be performed by Employees and will not be subject to the formula stated above.

Termination of MOA

Either party can terminate the terms of this Memorandum of Agreement at any time. The moving party shall send a letter indicating the intent to terminate and the reason for such termination. Prior to any termination, it is agreed that both parties will meet to attempt to resolve the reasons for the termination. If resolution is not reached, all terms in the MOA with terminate 90 days after the termination notice was provided.

APPROVED this 8th day of December, 2010.

By: Dow Constantine

Dow Constantine
King County Executive

AMALGAMATED TRANSIT UNION
LOCAL 587

Paul J. Bachtel
President/Business Agent

AMALGAMATED TRANSIT UNION
LOCAL 587

Don Mac Adam
Second Vice President