

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

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**Subject:** Wage increases on January 1, 2012, and November 1, 2012, related to efficiency gains

**Background:**

1. The parties have engaged in negotiations to secure the terms of a collective bargaining agreement that covers the period of November 1, 2010, through October 31, 2013.
2. The parties have negotiated the removal of certain restrictions in the collective bargaining agreement that relate to the allocation of work between Full Time Operators and Part Time Operators, specifically the removal of a daily cap on hours that may be worked by Part Time Operators on the Additional Tripper List and a change to the assignment of vacant part time work. The impact of these agreements is mitigated by a commitment to maintain an annual amount of Full Time Operator overtime as a percentage of regular hours.
3. In the Vehicle Maintenance Section, the parties have agreed to work together to develop time standards for vehicle maintenance work, allow for some 4/40 shifts, and allow for the purchase of remanufactured components when it is economical to do so.
4. In connection with the negotiated efficiencies above, employees will receive two wage increases during the life of the collective bargaining agreement as follows.

**Agreement:**

1. On the pay period that includes January 1, 2012, base wages shall increase by 0.7%.
2. On the pay period that includes November 1, 2012, base wages shall increase by 0.6%.

APPROVED this 8<sup>th</sup> day of December, 2010.

By: 

Dow Constantine  
King County Executive

AMALGAMATED TRANSIT UNION  
LOCAL 587

  
Paul J. Bachtel

President/Business Agent