

Settlement Agreement and Release of All Claims

By and Between

King County

and

Service Employees International Union, Local 925

Wastewater Treatment Division, Department of Natural Resources and Parks

**Subject: Creation of new schedules and settling the Dewatering Schedule Grievance
(King County # 011_5156)**

This agreement by and between King County (the County) and Service Employees International Union, Local 925 (the Union) is fully executed upon signature by both parties. The County and the Union intend this Agreement to resolve fully and finally all actual and potential disputes related to the grievance of the Wastewater Treatment Division "dewatering" schedule.

Recitals:

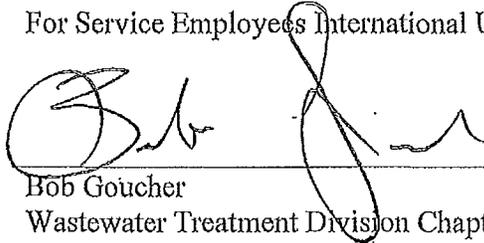
The County and the Union have been parties to a collective bargaining agreement (CBA) for many years, with the current agreement being effective from January 1, 2018, through December 31, 2020. All applicable contract language has been the same at all times relevant to the grievance being addressed by this Settlement Agreement. In March 2017, management from the Wastewater Treatment Division (the Division) of King County's Department of Natural Resources and Parks (the Department) created a new "dewatering" schedule for a single employee. The Union alleged that the creation of this schedule was outside management's discretion and so constituted a violation of Article 14.1 of the CBA. The Union subsequently filed a grievance and this Settlement Agreement is intended to resolve that grievance. To that end, the Parties agree to the following:

Agreements:

1. The Parties agree that the County will notify the Union of any new schedules that are being created, even if such schedules are within the enumerated schedules listed in Article 14.1 of the CBA between the Parties. The County agrees to discharge any bargaining obligation required by the CBA or by law.
2. The Parties agree that this Settlement Agreement does not constitute a practice or precedent for any future schedules. In making this Agreement, neither party admits any wrongdoing, nor does either Party waive its interpretation of the CBA language with respect to the creation of schedules.

3. The Parties agree that if the Union believes that the Division is using TLT employees improperly it will immediately notify the Division's management, in writing, and the Parties will meet and confer in good faith to resolve the issue.

For Service Employees International Union, Local 925:

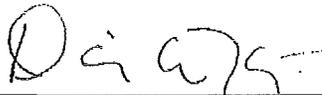


Bob Goucher
Wastewater Treatment Division Chapter President

8-23-18

_____ Date

For Service Employees International Union, Local 925:

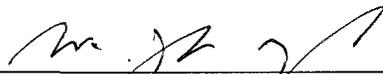


Damian Kent
Member Resource Center Representative

08-23-18

_____ Date

For King County:



W. Jeff Wyatt
Labor Relations Negotiator
Office of Labor Relations
King County Executive Office

8.23.18

_____ Date