

Memorandum of Agreement
By and Between
King County
and
Public Safety Employees Union
(Representing Superior Court Clerks in the Department of Judicial Administration)

Subject: Retention Agreement – Superior Court Clerk Positions

The following agreement between the Public Safety Employees Union, Local 519 (Union) and King County (County) addresses certain issues concerning organizational changes at the Department of Judicial Administration (DJA). This agreement shall be incorporated into the parties' Collective Bargaining Agreement (CBA) governing the employees in the Court Clerk (Clerk) bargaining unit, County contract No. 020.

1. The parties agree that DJA can replace Clerk positions with Legal Administrative Specialist III positions, whose working title is Clerk Administrative Specialist (CAS), through the process of attrition.

a. Attrition - The parties agree that for purposes of this agreement attrition means that whenever an existing Clerk position is vacated, DJA has the option of whether to fill that vacant position and, if it chooses to fill the vacancy, fill it with a CAS or repurpose the position to meet other staffing needs in DJA.

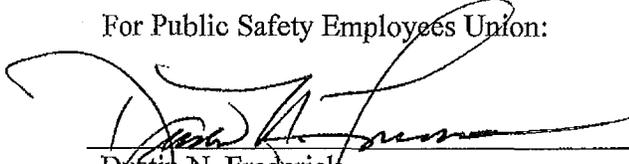
2. Job Security - The parties agree that no Clerk will be forced by DJA to resign his/her position or be subject to layoff for the purpose of DJA filling the position with a CAS, or be required to become a CAS by virtue of this agreement. A clerk will be allowed to remain as a Clerk unless he/she retires, voluntarily resigns, or the Clerk's employment relationship with DJA has ended or changed in any other way (e.g., termination, demotion) pursuant to DJA's rights and the terms and conditions under the Clerk CBA.

3. Right to Return - A Clerk who applies for a CAS position and does not pass the CAS probationary period or chooses to return to his/her former Clerk position before the end of the CAS probation period will be allowed to do so and will maintain his/her Clerk seniority in accordance with the terms of the CBA. However, once the Clerk has successfully completed six (6) months in the CAS position, he/she will no longer have the right to return to his/her former Clerk position.

4. Dispute Resolution - The parties agree to address disputes arising out of this agreement through the grievance process outlined in the parties' CBA.

The above listed items constitute the full and complete agreement between the parties and will be effective on the date of execution.

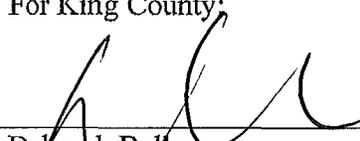
For Public Safety Employees Union:



Dustin N. Frederick
Business Manager

5/20/19
Date

For King County:



Deborah Bellan
Labor Relations Negotiator-Senior
Office of Labor Relations
King County Executive Office

5/20/19
Date