

**Memorandum of Agreement
By and Between
King County
and
King County Corrections Guild**

Subject: Carryover of Holiday

This Memorandum of Agreement is entered into by and between the King County Corrections Guild (the Guild) and King County (the County).

RECITALS

1. The Guild and the County are parties to a collective bargaining agreement (CBA) effective from January 1, 2013, to December 31, 2016, and are pending interest arbitration to complete the process of concluding a successor agreement.

2. The Guild and the County have discussed the need to extend a practice approved in two tentative agreements for a successor CBA with respect to the amount of holiday hours that are allowed to be carried over from one calendar year to the next. The parties have reached the following non-precedential agreement.

AGREEMENT

In consideration of the above, NOW THEREFORE, the parties agree to the following:

1. The parties agree to suspend the existing maximum holiday carryover in Article 5, Section 2b, for calendar years 2018 and 2019, and instead to operate as follows:

Section 2b. Existing Holiday Banks. A maximum of ~~40.85~~**49.02** hours may be carried over from one calendar year to the next in an employee's holiday leave bank. For employees who ~~have less than~~**are required to have 40.85**~~49.02~~ hours **or less** in their banks at the beginning of a calendar year, any hours in excess of ~~40.85~~**49.02** at the end of that calendar year shall be paid in cash. For employees who ~~have~~**are grandfathered and allowed to have more than 40.85**~~49.02~~ hours ~~or more~~ in their banks at the beginning of a calendar year, those hours **above the maximum (49.02)** must be reduced by 10% during that calendar year or the remainder of that 10% shall be paid in cash at the end of that calendar year. **For the purposes of this section, "the end of the calendar year" shall indicate the end of the pay period that contains December 31, and "the beginning of the calendar year" shall indicate the start of the first full pay period of the new year.**

2. The parties agree that this matter will be resolved during the completion of successor CBA negotiations or interest arbitration, and that the intention of the parties is for Article 5, Section 2b to be edited to match the above language in the successor CBA.

3. This agreement shall take effect immediately upon signature by both parties, and shall expire December 31, 2019, or upon the language being added to the final successor CBA.

For the King County Corrections Guild:

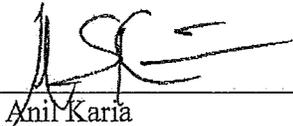


David Richardson
President

DEC 5. 18

Date

Approved as to Form for the
King County Corrections Guild:

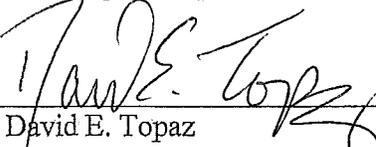


Anil Karia
Labor Consultant

12/5/18

Date

For King County:



David E. Topaz
Labor Relations Negotiator - Senior
Office of Labor Relations
King County Executive Office

12/6/18

Date