

Memorandum of Agreement (MOA)
By and Between
King County Metro Transit Department (Metro)
and
Amalgamated Transit Union, Local 587 (Union)

Subject: Addressing Vehicle Maintenance issues in response to COVID-19 pandemic

Background:

1. The COVID-19 pandemic emergency has necessitated extraordinary changes to Metro's workplace and how work is assigned.
2. The purpose of this Agreement is to emphasize safety in the workplace, to maximize social distancing, to minimize possible exposures in the workplace, and to ensure that Metro can continue to provide vital public transportation services to the public.

Agreement:

1. **Review of essential work:** Metro will review the work that it is assigning to Vehicle Maintenance (VM) staff to focus efforts on providing daily services and on deemphasizing nonessential work.
2. **Craft-lines:** In order to deploy Vehicle Maintenance staff to areas with the most need, the Parties have agreed that traditional and historic craft-line barriers are waived to meet essential VM service requirements, provided that Employees are trained and qualified to do the work. VM management will notify the Union's 2nd Vice President of changes that are being made. Metro will endeavor to redeploy available staff who work the same shift and at the same base, to perform other assignments during that same shift and at that same base, before steps are taken to assign staff to other shifts and bases.
3. **Shift changes:** Metro will review additional steps that it can take to avoid the overlap of staff during shift changes. This may involve, for instance, staggered start and stop times, ensuring social isolation during meetings, and/or social distancing measures at shift changes, and steps to avoid crowding in the locker room, among other potential, additional steps. Metro acknowledges the need to communicate these measures proactively with all staff.
4. **Summer pick:**
 - a. The Parties agree that there will be no pick in June 2020 for VM Employees. This Agreement overrides the language in Article 17.6, as well as any other provisions of the Collective Bargaining Agreement that might require the summer 2020 pick.

b. The spring 2020 shake-up will remain in effect until the fall 2020 shake-up.

c. This Agreement only applies to the June 2020 pick. It is the Parties' intention to proceed with an all classification systemwide fall 2020 pick, unless alternative plans are arranged.

d. Metro will consider hardship requests to address compelling needs of individual Employees, with hardship requests to follow this process.

(1) Employees who have a hardship because of the unplanned cancellation of summer pick may submit their request for a change to their picked assignment to base management.

(2) If an accommodation cannot be agreed upon at the base level, the request will be sent to the Union and the VM Senior Management Team.

(3) Upon receiving the request, the Union and the VM Senior Management Team will discuss additional ways to accommodate the Employee's request.

(4) For overtime and holiday work, regular seniority rules will apply to the new assignment.

(5) Metro retains sole discretion to approve or deny a hardship request and its decision is not grievable.

e. Employees will be allowed to exchange their picked assignments with other Employees in their same job classification within a base. The following process shall apply:

(1) If two Employees agree to exchange their current picked spots, they will present their request to base management.

(2) All assignment swaps will be approved. Base management will implement the change, as requested, in conjunction with a payroll cycle.

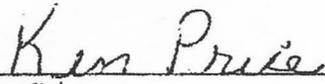
(3) For overtime and holiday work, regular seniority rules will apply to the new assignment.

(4) Assignment swaps cannot be grieved.

f. This Agreement regarding picks expires when the fall 2020 shake-up occurs. The Parties agree that, if there is Chief movement before August 1, 2020, then VM will conduct an additional pick for the Union in December 2020.

5. The Parties enter into this Agreement because of the extraordinary circumstances of the COVID-19 pandemic emergency. It does not establish precedent in any way. This Agreement expires upon the end of the COVID-19 pandemic emergency and the resumption of regular operations.

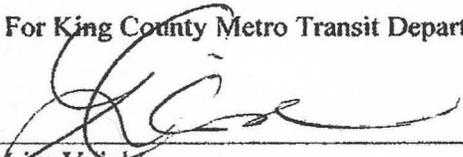
For Amalgamated Transit Union, Local 587:



Ken Price
President/Business Representative

4/27/20
Date

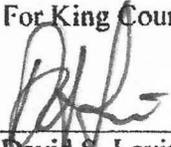
For King County Metro Transit Department:



Lisa Voight
Division Director
Employee Services

4/28/20
Date

For King County:



David S. Levin
Labor Relations Negotiator – Senior
Office of Labor Relations
King County Executive Office

04/28/2020
Date