

**Memorandum of Agreement
for the Collective Bargaining Agreement**

**Technical Employees’ Association – Capital Division, Metro Transit Department, Staff unit
[427]**

Subject: Adding Juneteenth and Indigenous Peoples’ Day Holidays

This Memorandum of Agreement (Agreement) is entered into by and between King County (the County) and Technical Employees’ Association (the Association).

Background:

1. The County and the Association are parties to a Collective Bargaining Agreement (CBA) that has expired and is currently pending an interest arbitration hearing.
2. Per Ordinances 19208 and 19209 passed by the King County Council in 2020, the County will implement Indigenous Peoples’ Day and Juneteenth as holiday days for County government in 2022.
3. The County has approached the Association to propose an agreement to recognize these two holidays for bargaining unit members starting in 2022 and to be incorporated into a successor CBA.

Agreement:

1. The County and the Association agree to add the following holidays to the table of holidays in Article 7 of the CBA.

<i>Holiday</i>	<i>Date Celebrated</i>
Juneteenth	June 19th
Indigenous Peoples’ Day	Second Monday in October

2. This Agreement does not change any other CBA provision, policy, or practice regarding the observance of paid holidays.
3. In addition to the applicable collective bargaining agreements, this MOA is the full and final agreement of the parties related to the new Juneteenth and Indigenous Peoples’ Day holidays.
4. Any disputes regarding the interpretation or application of this Agreement shall be resolved by the parties using the grievance procedures of the applicable CBA.
5. This one-time Agreement is effective upon signature by all parties. Electronic signatures will have the same force and effect as does an original signature on this document.

This Agreement may be signed in counterparts, which together shall constitute the entire agreement.

6. This Agreement expires upon re-execution, modification, or incorporation into the parties' successor CBA.

For the Technical Employees Association:

DocuSigned by:

DFE9E90372874D9...

Michael Sands
President

5/20/2022

Date

For King County:

DocuSigned by:

9BRD219A728E4E7

Sasha Alessi
Labor Relations Negotiator Senior
Office of Labor Relations
King County Executive Office

5/20/2022

Date

Certificate Of Completion

Envelope Id: F661D91D116A48028E679935E60DBA95	Status: Completed
Subject: Please DocuSign: New Holidays TEA Transit 5-19-21.docx	
Source Envelope:	
Document Pages: 2	Signatures: 2
Certificate Pages: 5	Initials: 0
AutoNav: Enabled	Envelope Originator:
Envelope Stamping: Enabled	Sasha Alessi
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	11943 Sunset Hills Rd
	Reston, VA 20190
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	IP Address: 198.49.222.20

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Signer Events

Michael Sands
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Supervisor
King County - WTD
Security Level: Email, Account Authentication (None)

Signature

DocuSigned by:

DFE8EB0372874DB...
Signature Adoption: Pre-selected Style
Signed by link sent to
michael.sands@kingcounty.gov
Using IP Address: 174.246.87.159
Signed using mobile

Timestamp

Sent: 5/19/2022 5:54:29 PM
Viewed: 5/20/2022 9:10:50 AM
Signed: 5/20/2022 9:11:00 AM

Electronic Record and Signature Disclosure:
Accepted: 10/26/2021 5:44:23 PM
ID: 150ef3af-f83a-4668-8226-17b906b4dfd0

Sasha Alessi
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Labor Relations Negotiator
King County Executive Department- OLR
Security Level: Email, Account Authentication (None)

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Signature Adoption: Drawn on Device
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In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
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Carbon Copy Events	Status	Timestamp
Carolyn Coleman Carolyn.Coleman@kingcounty.gov Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 5/20/2022 9:31:30 AM Viewed: 5/20/2022 9:31:55 AM
Denise Gregory Wyatt dgregorywyatt@kingcounty.gov Labor Relations Negotiator - Sr MTD - Employee Services Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 5/20/2022 9:31:30 AM
Liz Krenzel Liz.Krenzel@kingcounty.gov Capital Delivery Manager King County General (ITD) Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 5/20/2022 9:31:31 AM
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	5/19/2022 5:54:30 PM
Certified Delivered	Security Checked	5/20/2022 9:31:22 AM
Signing Complete	Security Checked	5/20/2022 9:31:29 AM
Completed	Security Checked	5/20/2022 9:31:31 AM
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You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

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