

**Coalition Labor Agreement (CLA) - Appendix for 153**  
**Agreement Between King County**  
**And**  
**International Brotherhood of Teamsters Local 117: Capital Division Transit Capital Unit**  
**Managers and Transit Capital Supervisors – Metro Transit Department**

ARTICLE 1: PREAMBLE ..... 1

ARTICLE 2: UNION RECOGNITION ..... 1

ARTICLE 3: RIGHTS OF MANAGEMENT ..... 3

ARTICLE 4: WAIVER AND COMPLETE AGREEMENT ..... 3

ARTICLE 5: PROBATION ..... 3

ARTICLE 6: HOLIDAY STAFFING ..... 4

ARTICLE 7: EXECUTIVE LEAVE..... 4

ARTICLE 8: HOURS OF WORK ..... 4

ARTICLE 9: REDUCTION IN FORCE ..... 6

ARTICLE 10: WORK STOPPAGES AND EMPLOYER PROTECTION..... 8

ARTICLE 11: WAGE RATES..... 8

ARTICLE 12: WESTERN CONFERENCE OF TEAMSTERS PENSION TRUST ..... 9

ARTICLE 13: EMPLOYEE RIGHTS..... 9

ARTICLE 14: CONTRACTING OUT ..... 10

ARTICLE 15: SAFETY AND STANDARDS..... 11

ARTICLE 16: PROMOTIONS ..... 11

ARTICLE 17: AUTOMATIC VEHICLE LOCATION SYSTEM USE POLICY ..... 12

ARTICLE 18: INTEREST ARBITRATION ..... 13

ADDENDUM A: WAGE RATES

**ARTICLE 1: PREAMBLE**

**1.1** These Articles, along with the Coalition Labor Agreement (CLA), constitute an Agreement between King County (County) and Teamsters Local Union No. 117 (hereinafter referred to as the “Union” or “Local 117”.)

**1.2 Application of Coalition Labor Agreement:** The CLA shall apply to the individual bargaining unit’s employees as follows:

**A.** The Preamble in its entirety.

**B.** All Superseding and non-superseding provisions, unless otherwise noted in the CLA.

**ARTICLE 2: UNION RECOGNITION**

**2.1 Recognition:** The County recognizes the Union as the exclusive bargaining representative with respect to wages, hours and working conditions of employment for all Supervisory employees in the Capital Division performing work within the classifications listed in Addendum A of the Metro Transit Department , excluding all other managers and supervisors which are not listed in Addendum A, confidential employees, short term temporary employees, employees covered by other collective bargaining agreements, and all other employees of the employer. This agreement covers one bargaining unit.

**2.2 Payroll Deduction for Political Contributions - Democratic, Republican, Independent Voter Education (D.R.I.V.E.):** The County agrees to deduct voluntary contributions from the paycheck of all employees covered by this Agreement in accordance with the following:

**A.** D.R.I.V.E. shall notify the County of the amount of compensation designated by each contributing employee he or she voluntarily elects to contribute. The amount will be whole dollar increments and calculated based on the employee’s pay period.

**B.** The County agrees to deduct from all employees covered by this Agreement their voluntary contributions to D.R.I.V.E. If there are insufficient funds in the pay period to pay the full amount on behalf of the contributing employee, the County will not withdraw any funds for that pay period.

**C.** The County shall transmit to D.R.I.V.E. National Headquarters on a monthly

basis, in one check, the total amount deducted for each contributing employee along with the name of each employee on whose behalf a deduction is made.

**D.** The Union will indemnify, defend and hold the County harmless against any claims made and against it and any suit instituted against the County on account of any deduction or lack thereof of D.R.I.V.E contributions. .

**2.3 Maintenance of Working Conditions:** The County recognizes its obligation to negotiate wages, hours and working conditions with the Union.

**2.4 Application of Personnel Guidelines:** As set forth below, the 2005 King County Personnel Guidelines shall apply to employees of this bargaining unit where the CLA, this Appendix, or Memoranda of Understanding are silent or ambiguous. The 2005 Personnel Guidelines (except those identified below to have no application) shall replace any pre-existing practice between the parties, provided that nothing in those Guidelines will be interpreted or applied to circumvent the parties' collective bargaining obligations. However, should any genuine established practice arise subsequent to the date upon which this Agreement takes effect, and such practice conflicts with the terms of the 2005 Personnel Guidelines (and it pertains to a matter on which the Agreement is either silent or ambiguous), then the practice shall govern. Should the Guidelines be invoked to interpret the contract, the arbitrator reserves the right to determine what weight should be given alongside those other interpretive factors that an arbitrator might conclude appropriate. Except as expressly noted, definitions in the Personnel Guidelines shall apply to the interpretation of the Personnel Guidelines only. The parties agree that the following provisions of the King County Personnel Guidelines (2005) are preempted by the terms of the parties' Collective Bargaining Agreement:

Preamble/Disclaimer	Sections 14.1-14.6, and 14.9-14.15
Section 1.3	Section 15.3
Chapter 4	Chapter 16
Chapter 5	Chapter 17
Sections 6.5, 6.6, 6.9, and 6.13-6.15	Chapter 18
Chapter 9	Section 19.4
Sections 11.1, 11.2, and 11.4	Chapter 22
Sections 12.4, 12.5	

1 **ARTICLE 3: RIGHTS OF MANAGEMENT**

2 The management of the County and the direction of the work force are vested exclusively in  
3 the County, except as may be limited by the express written terms of this Agreement.

4 **ARTICLE 4: WAIVER AND COMPLETE AGREEMENT**

5 **4.1** The CLA and this Appendix expressed herein in writing constitutes the entire Agreement  
6 between the parties and no express or implied or oral statements shall add to or supersede any of its  
7 provisions.

8 **4.2** The parties acknowledge that during the negotiations which resulted in this Agreement,  
9 each had the unlimited right and opportunity to make demands and proposals with respect to any  
10 subject or matter appropriate for collective bargaining, and that the understanding and agreements  
11 arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.  
12 Therefore, the County and Union, for the life of this Agreement, each voluntarily and unqualifiedly  
13 waive the right and each agrees that the other shall not be obligated to bargain collectively with  
14 respect to any subject or matter.

15 **4.3 Modification:** Should the parties agree to amend or supplement the terms of this  
16 Agreement, such amendments or supplements shall be in writing and effective when signed by the  
17 parties.

18 **ARTICLE 5: PROBATION**

19 **5.1 Probation:** New Employees, including those new to a position, shall be subject to a six  
20 (6) month probationary period. Employees who have been assigned to a position as a TLT shall be  
21 provided credit for such time toward this period, at the discretion of the appointing authority. A  
22 probationary period may be extended beyond six (6) months, but no more than 12 months, upon  
23 agreement of the County, the employee, and the Union.

24 **5.2 Probationary period upon Promotion:** An employee who does not successfully  
25 complete the probationary period in a position to which the employee has been promoted shall be  
26 restored to the employee's former position, former salary, and all other benefits to which the  
27 employee would have been entitled if the promotion had not occurred if the former position is still  
28 vacant (has not been offered and accepted by an applicant), and the position still exists. If they refuse

1 to accept an offered position in a lower pay range than the position they initially vacated, they will be  
2 laid off. If they accept a lower range position, they will have recall rights to the next available  
3 position of the range they had at the time of the initial transfer. If they refuse to accept a position of  
4 equal range and similar duties (to the position originally vacated) for which they meet the essential  
5 qualifications, they will be placed on the recall list for two years. Provided further, there are no  
6 reversion rights if the employee is discharged for cause.

## 7 **ARTICLE 6: HOLIDAY STAFFING**

8       **6.1 Holiday Staffing:** The County may use reduced staffing on holidays consistent with  
9 weekend staffing requirements. Volunteers will be sought first for holiday staffing by rotating  
10 through the list of employees by classification and seniority. If there are insufficient volunteers,  
11 employees will be selected by the County using a rotation process. Employees may exchange  
12 assigned holidays so long as the County incurs no additional costs. Employees proposing the  
13 exchange must notify their supervisor in writing not less than fourteen (14) days in advance of the  
14 holiday. Any exchange of holiday assignments will obligate both employees to work those days that  
15 they have exchanged.

## 16 **ARTICLE 7: EXECUTIVE LEAVE**

17       **7.1 Executive Leave:** Employees who are exempt from the overtime provisions of the FLSA  
18 shall be eligible for up to 10 days of Executive Leave annually. All employees who are exempt from  
19 overtime shall receive at least three (3) days of Executive Leave annually.

## 20 **ARTICLE 8: HOURS OF WORK**

21       **8.1 Alternative Work Schedules:** A full-time employee may request, a four (4) day, forty  
22 (40) hour work week, a nine (9) day, eighty (80) hour bi-weekly work schedule, or other alternative  
23 schedule. Employees will submit written requests for alternative work schedule approval to the  
24 Section Manager/designee. Requests will be evaluated and approved or denied relative to the  
25 business needs of the organization, and must be reviewed at least annually. In administering any  
26 such alternative work schedule, the following working conditions shall prevail:

27               **A.** Employee participation shall be on a voluntary basis unless the Section  
28 Manager/designee determines that an alternative schedule is essential to the business needs of the

organization. The establishment of and approval for alternative work schedules is vested solely within the purview of the County and may be changed from time to time. Such changes will normally require at least two (2) weeks notice to the employee.

**B.** If a holiday designated pursuant to CLA Article 10 falls on a Saturday or on a Friday that is the normal day off, then the holiday will be taken on the last normal workday. If a designated holiday falls on a Monday that is the normal day off or on a Sunday, then the holiday will be taken on the next normal workday. This schedule will be followed unless the employee and their supervisor determines that some other day will be taken for the holiday; provided, however, that in such case the holiday time must be used no later than the end of the following pay period.

**C.** If multiple employees in a work group desire an alternative work schedule with the same days off, the County may, upon written notice to the Union, subject requests for alternative schedules to a bidding process, with priority given to employees in order of decreasing seniority.

**D.** Employees who currently work on an alternative work schedule shall be permitted to retain that work schedule, subject to the management approval requirements in Section A.

**8.2 Telecommuting:** The Union and the County mutually recognize the importance of regularly reporting to the assigned work site for the purposes of accomplishing work, however, consistent with past practice, an employee may occasionally request, and a supervisor may occasionally approve, an alternative telecommuting work schedule for a limited period of time for the purpose of accommodating and balancing the individual needs of an employee and the business needs of the organization. Additionally, employees are covered by Article 40 Telecommuting of the CLA and the King County Telecommuting Policy, and any amendments thereto.

**8.3 Home Free Guarantee:** The County will operate a program to provide employees with a free ride home by taxi, if on a given day the employee has commuted to work by bus, carpool, vanpool, bike or walking on the day of the trip and has an emergency or works unanticipated overtime that day which requires the employee to leave work at other than the employee's regularly scheduled quit time. Determination of what constitutes a qualified emergency will be made at each worksite by the employee designated by the County. Employees can exercise their home free guarantee a maximum of eight (8) times per calendar year.

## **ARTICLE 9: REDUCTION IN FORCE**

**9.1 Order of Layoff:** In the event of a reduction in force due to lack of work, lack of funds or considerations of efficiency, the order of layoff will be determined by classification on the basis of seniority. Where two or more regular employees within a classification are of equal seniority, bargaining unit seniority shall determine the order of layoff between those employees. If the employees are still tied after consideration of bargaining unit seniority, total County service shall break the tie. If the employees are still tied, the County shall break the tie by considering merit.

**9.2 Seniority Calculation:** Seniority shall be the total time spent in a particular classification, or its predecessor classification encompassing the same body of work. Part-time employees shall receive full credit. For instance, a 3/4 time employee who works for 1 year in a classification shall have one (1) full year seniority in that position. If an employee is bumped to a lower level classification in a classification series, the employee's seniority shall be all of the time spent in the lower level classification combined with any time spent in higher level classifications in the same class series.

**9.3 Classification Series:** The classification series shall be as follows:

Transit Capital Unit Manager
------------------------------

Transit Capital Supervisor
----------------------------

If additional classifications are added to the bargaining unit, the parties will negotiate the impact on this list of classification series. During the term of this agreement there continues to be one existing incumbent employee working in the Real Estate, Land Use and Environmental Planning Supervisor classification. The parties agree and understand that all future hires (including Special Duty Assignments) in the position currently performed by the incumbent Real Estate, Land Use and Environmental Planning Supervisor shall be filled as a Transit Capital Supervisor, consistent with the pay provisions set forth for the Transit Capital Supervisor Classification.

All existing bargaining unit employees in the Capital Projects Managing Supervisor and Transit Engineer VI classifications shall be reclassified to a new Transit Capital Unit Manager classification.

All existing bargaining unit employees in the Transit Engineer V classification shall be reclassified to a new Transit Capital Supervisor classification. The new classifications will be initiated by the

Employer. The Employer shall endeavor to submit the draft classification specifications to the Department of Human Resources as soon as possible, which is expected to occur prior to ratification of this agreement. The Employer will provide the Union with a copy of the draft classification specifications prior to finalizing with the Department of Human Resources. The date which the new classification series is implemented is yet to be determined, however the parties agree that the effective date of the reclassification shall be January 1, 2022, and that wage placement shall be step-to-step for all impacted reclassifications. The wages of each bargaining unit classification at each step in the January 1, 2022 wage table in Addendum A will be no less than the rate for the corresponding predecessor classification and step in the January 1, 2021 wage table in Addendum A, increased in accordance with the CLA. The parties have bargained wage placement and all known impacts relating to the creation of the Transit Capital Unit Manager and Transit Capital Supervisor classifications. Should there be any additional impacts at the time the classification specifications and reclassifications are implemented, the parties agree to meet, discuss, and bargain as required by law.

**9.4** Employees may only bump into lower level classifications within the same classification series.

**9.5 Qualifications:** No employee may bump another employee in a classification unless the bumping employee meets the essential qualifications for the classification and the specific qualifications for the position to which the employee intends to bump.

**9.6 Re-call Rights:** A regular employee who is laid off will have recall rights to their previous position for two (2) years from the date of layoff. An employee retains their recall rights if the employee accepts a lesser position with the County. An employee who is laid off shall forfeit their recall rights if the employee refuses a recall.

**9.7 Notice of Recall:** A regular employee will have ten (10) days from the date the notice of recall is sent by certified mail in which to notify the County of whether they will accept the position. The County will consider the employee's failure to notify the County within ten (10) days a refusal; however, if the County determines that there are warranting circumstances, it may accept a late notice from an employee. Notices will be in writing. It is the employee's responsibility to keep the County informed of their current address.



1           **9.8 Reinstatement:** A regular employee recalled within two (2) years from the time of layoff  
2 will have any forfeited sick leave accruals and seniority restored and adjusted for the period of layoff,  
3 and vacation leave accrual rate restored.

4 **ARTICLE 10: WORK STOPPAGES AND EMPLOYER PROTECTION**

5           **10.1 No Work Stoppages:** The County and the Union agree that the public interest requires  
6 efficient and uninterrupted performance of County services and to this end pledge their best efforts to  
7 avoid or eliminate any conduct contrary to this objective. Specifically, the Union shall not cause or  
8 condone any work stoppage, including any strike, slowdown, or refusal to perform any customarily  
9 assigned duties, sick leave absence which is not bona fide, or other interference with County  
10 functions by employees under this Agreement and, should same occur, the Union agrees to take  
11 appropriate steps to end such interference. Any concerted action by employees shall be deemed a  
12 work stoppage if any of the above activities occur.

13           **10.2 Union's Responsibilities:** Upon notification in writing by the County to the Union that  
14 any of its represented employees are engaged in work stoppage, the Union shall immediately, in  
15 writing, order such employees to immediately cease engaging in such work stoppage and provide the  
16 County with a copy of such order. In addition, if requested by the County, a responsible official of  
17 the Union shall publicly order such employees to cease engaging in such a work stoppage.

18 **ARTICLE 11: WAGE RATES**

19           **11.1** Wage rates are established in Addendum A and will receive increases in accordance  
20 with the CLA or as established through interest arbitration.

21           **11.2 Step Increase and Merit Pay:**

22           **A. Pay on Promotion:** Existing County employees promoted into bargaining unit  
23 positions shall be placed into a step providing a rate of pay not less than approximately 5% above the  
24 previous rate of pay consistent with the rules established by KCC 3.15.130. This 5% increase will be  
25 based on the employee's base rate of pay and shall not include shift differentials or other premiums;  
26 however merit-over-the-top pay shall be included.

27           **B. Step Increases:** Upon satisfactory completion of a six (6) month probationary  
28 period, regular employees shall receive one (1) step (as established in Addendum A) increase.

1 However, a new employee who has not successfully completed probation by September 30 will not  
2 be entitled to an annual step increase on January 1, and will receive their annual increase the  
3 following January 1. Every employee who is not at the top of their schedule will advance within their  
4 salary range one (1) step (as established in Addendum A) on January 1 each year thereafter. An  
5 employee at the top step of their salary schedule shall be eligible for merit increases according to the  
6 rules in the King County Merit Pay Manual. TLT employees are eligible for step increases pursuant  
7 to the Contingent Worker Manual, not this Agreement.

### 8 **11.3 Licensing and Stamping:**

9 Employees who hold Professional Engineering licenses or Registered Architect licenses with  
10 the Washington State Department of Licensing shall be eligible for the following monthly premiums:

11 **A.** \$50 for employees who have PE or RA licenses.

12 **B.** An additional \$50 for employees who have PE or RA licenses and whose positions  
13 require the stamping of engineering or architectural plans.

## 14 **ARTICLE 12: WESTERN CONFERENCE OF TEAMSTERS PENSION TRUST**

15 **12.1 Pension Reopener:** The parties agree, upon the Union's request, to discuss the  
16 bargaining unit's continued participation in the Western Conference of Teamsters Pension Trust.

## 17 **ARTICLE 13: EMPLOYEE RIGHTS**

18 **13.1 Review of Personnel Files:** The only personnel files will be the Department personnel  
19 file and the Section personnel file. Additionally, supervisors may keep a "working file" which may  
20 be used for the purpose of developing an annual evaluation. Such materials will be purged from this  
21 working file when the evaluation is finalized. Notes taken for such purpose may be added to the  
22 personnel file.

23 A copy of material placed into an employee's personnel file(s) shall be provided to the  
24 employee at the time of its placement in the file.

25 Upon request, an Employee can schedule an appointment to review their personnel files. An  
26 Employee may authorize their Union representative to obtain a copy of their personnel files. An  
27 Employee may also review and copy, upon request, any files to which they have a legal right to  
28 access. Employees who challenge material included in their personnel files are permitted to insert

1 material relating to the challenge.

2       **13.2 Union Representation:** An Employee, at their request has the right to Union  
3 representation at any meeting which the employee reasonably believes may lead to disciplinary action  
4 against the Employee. If the employee requests Union representation in such a matter, the Employee  
5 will be provided reasonable time to arrange for Union representation. The parties acknowledge that  
6 in certain instances a reasonable time may be as little as that same day.

7       **13.3 Release Time and Facilities Access:**

8       **A. Workplace Access:** Any person authorized by the Union to serve as its representative  
9 may visit the work location of other employees at reasonable times for purpose of administering the  
10 terms of this Agreement. The Union shall regularly submit a list of its designated representatives to  
11 the Manager of Transit Employee and Labor Relations and the Capital Division Director. Before  
12 visiting the work location, the Union representative must contact the supervisor or manager of that  
13 location to ensure that the worksite visit will not unduly interfere with normal operations at the  
14 worksite.

15       **B. Release Time:** When it is necessary during a Union representative's work hours for  
16 that Union representative to participate in County meetings (*i.e.*, investigatory interviews, Labor-  
17 management meetings, negotiations, or grievance hearings) the Union representative shall be on paid  
18 time. In no instance shall the release of the Union representative for this purpose interfere with  
19 County operations. Paid release time shall be permitted for Appendix negotiations for a total of up to  
20 two (2) people from this bargaining unit to bargain the contract for this bargaining unit.

21 **ARTICLE 14: CONTRACTING OUT**

22 Pursuant to CLA Article 16 in addition to the below provisions.

23       **14.1** The County agrees not to utilize the services of a consulting firm for the purpose of  
24 providing consultants to perform work traditionally and historically conducted by Union bargaining  
25 unit employees, unless the consultants' work is limited to specific project-specific or work order  
26 contracts, or used to augment the workforce on a short-term, temporary basis. This provision does  
27 not preclude the County from hiring contract workers or consultants to augment work performed by  
28 the bargaining unit in a manner that is consistent with the past practice of the Capital Division, or its

predecessor Design & Construction.

**14.2** The County agrees that it will not utilize individuals employed by consulting firms in situations where the individuals are placed under the principal supervision of a County employee who has authority to direct and assign their work.

**14.3** The County agrees that work performed by consultants will be limited to providing the specific work product or service set forth within the terms of the consultant contracts.

**14.4** If, in order to adhere to County policies and procedures or state, local, and federal grant conditions for a specific project, the County is required to contract all or part of the work to be performed due to the limitations imposed by the funding agreement, such contracting, which shall be limited as to what is required in each agreement, shall not be considered a violation of this Article; provided that such contracting complies with Article 14.1 of this Appendix.

## **ARTICLE 15: SAFETY AND STANDARDS**

The County and its employees value a safe working environment and recognize their mutual obligation to maintain safety standards. The County shall adopt and enforce a program in accordance with applicable state and federal laws and regulations. The County may create and enforce safety standards above those required by law, provided that nothing in this Article waives the Union's rights to collectively bargain. The County shall supply and maintain safety-related items and equipment as required by law or Department or Division policy or directive.

## **ARTICLE 16: PROMOTIONS**

The County and the Union agree to develop and maintain a promotional system that will allow employees to be promoted to job classifications in the bargaining unit depending on their demonstrated skills, knowledge, and the availability of higher level work and funding. The benefits to the employees and the organization include the following:

- Increases efficiency and effectiveness by retaining trained and qualified employees
- Promotes a productive, high quality work environment
- Provides employees with career growth opportunities in the Capital Division
- Enhances employee morale

The County and the Union have the following shared interests for filling vacancies of

positions represented by the Union:

- Hiring the most qualified candidate to fill the position
- A quick and fair process
- Promoting from within

Management will determine staffing requirements based on an analysis of the business needs. When new staffing positions are created or vacant positions are to be filled, it will be advertised to the bargaining unit pursuant to CLA Job Postings. Represented employees shall complete and submit all requested application materials by the required application deadline.

Vacancies will be advertised pursuant to the Coalition Labor Agreement. Application materials will be reviewed to identify those bargaining unit candidates who meet the minimum qualifications of the positions based on the “qualifications” and “special necessary requirements” listed on the job bulletin. The highly qualified candidates are those who meet the “highly desirable” and/or “desirable” qualifications listed on the job bulletin. If there are at least three (3) highly qualified internal applicants, management will interview a minimum of three (3) highly qualified internal candidates before considering outside candidates. One of these highly qualified candidates will be selected for the job. If there are fewer than three (3) highly qualified Union candidates, management may also consider the outside candidates. The most qualified candidate will be selected. Management’s decision on who is the most qualified applicant is solely within its discretion and is not grievable under this Agreement.

#### **ARTICLE 17: AUTOMATIC VEHICLE LOCATION SYSTEM USE POLICY**

**17.1.** The “Automatic Vehicle Location System Use Policy”, as amended, shall apply to all employees with the following modifications or additions:

**A.** AVL data will not constitute the sole documentation used to determine discipline imposed on an employee.

**B.** Any real time viewing of data is permissible only for operational reasons and will not be used for surveillance of employees, whether to monitor performance or to justify implementation of disciplinary actions. Furthermore, should the County engage in a process whereby AVL data is utilized beyond the scope of traditional operational monitoring, i.e., to track a specific

1 route, vehicle and/or employee, then all relevant employees shall be so notified in advance.

2           **C.** The County will not access such data for the purpose of disciplinary action unless  
3 there is a good faith reason to believe that an employee has committed an offense that could result in  
4 discipline. The County agrees not to request or view AVL data, absent any other evidence, for the  
5 purpose of monitoring an employee who may have committed a violation of some rule or policy that  
6 could result in disciplinary action (i.e., no fishing expeditions).

7           **D.** If the County is aware of AVL data that may pertain to an investigation, the  
8 employee who is subject to the investigation and/or the Union will have the right to view the AVL  
9 data before an investigatory interview is conducted by the employee's department/division. If the  
10 County refuses to show the employee and the Union the AVL data upon request before conducting an  
11 investigatory interview, then the AVL data shall not be used as evidence in any manner related to  
12 discipline.

13           **E.** The County agrees to comply with requests from the employee and/or the Union  
14 for access to AVL data, where discipline or the potential to issue discipline exists.

15           **F.** All Public Disclosure Requests related to AVL data will be forwarded to public  
16 disclosure officials of the department/division responsible for the particular vehicle, or that employs  
17 the Union represented employee, for response pursuant to the department's policies and procedures.

18 **ARTICLE 18: INTEREST ARBITRATION**

19           Nothing in this agreement alters applicable statutory rights under RCW 41.56, including the  
20 right to access interest arbitration.

For International Brotherhood of Teamsters Local 117:

DocuSigned by:



7AD5B391B59D41E...

John Searcy  
Secretary-Treasurer

For King County:

DocuSigned by:



EEB7CAF1C6B24B0...

Angela Marshall, Interim Deputy Director  
Office of Labor Relations, Executive Office

**cba Code: 153****Union Code(s): F7****ADDENDUM A  
WAGES****Wages Effective January 1, 2021**

<b>Job Class Code</b>	<b>PeopleSoft Job Code</b>	<b>Classification Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
7115100	712805	Capital Projects Managing Supervisor	\$129,931.36	\$136,243.12	\$142,861.06	\$149,800.98	\$157,077.65
2635100	263303	Real Estate, Land Use and Environmental Planning Supervisor	\$129,931.36	\$136,243.12	\$142,861.06	\$149,800.98	\$157,077.65
7140500	714604	Transit Engineer V	\$121,529.62	\$127,432.86	\$133,623.15	\$140,114.00	\$146,920.18
7140600	714704	Transit Engineer VI	\$129,931.36	\$136,243.12	\$142,861.06	\$149,800.98	\$157,077.65

**Wages Effective January 1, 2022**

<b>Job Class Code</b>	<b>PeopleSoft Job Code</b>	<b>Classification Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
2635100	263303	Real Estate, Land Use and Environmental Planning Supervisor	\$133,829.28	\$140,330.32	\$147,146.90	\$154,295.02	\$161,789.89
2425100	240501	Transit Capital Supervisor	\$125,175.44	\$131,255.90	\$137,631.94	\$144,317.47	\$151,327.70
2426100	240601	Transit Capital Unit Manager	\$133,829.28	\$140,330.32	\$147,146.90	\$154,295.02	\$161,789.89



**Wages Effective January 1, 2023**

<b>Job Class Code</b>	<b>PeopleSoft Job Code</b>	<b>Classification Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
2635100	263303	Real Estate, Land Use and Environmental Planning Supervisor	\$139,128.37	\$145,943.62	\$153,032.67	\$160,466.80	\$168,261.39
2425100	240501	Transit Capital Supervisor	\$130,182.42	\$136,506.24	\$143,137.28	\$150,090.10	\$157,380.70
2426100	240601	Transit Capital Unit Manager	\$139,128.37	\$145,943.62	\$153,032.67	\$160,466.80	\$168,261.39

**Wages Effective January 1, 2024**

<b>Job Class Code</b>	<b>PeopleSoft Job Code</b>	<b>Classification Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
2635100	263303	Real Estate, Land Use and Environmental Planning Supervisor	\$144,749.70	\$151,781.34	\$159,153.90	\$166,885.47	\$174,991.86
2425100	240501	Transit Capital Supervisor	\$135,389.70	\$141,966.45	\$148,862.69	\$156,093.60	\$163,676.03
2426100	240601	Transit Capital Unit Manager	\$144,749.70	\$151,781.34	\$159,153.90	\$166,885.47	\$174,991.86

**Certificate Of Completion**

Envelope Id: A4373F70F8F2459080D53C5602C64C6D

Status: Completed

Subject: Please DocuSign: Coalition Labor Agreement (CLA) - Appendix for 153 - 153CLAC0122.docx

Source Envelope:

Document Pages: 17

Signatures: 2

Envelope Originator:

Certificate Pages: 5

Initials: 0

Carolyn Coleman

AutoNav: Enabled

11943 Sunset Hills Rd

Enveloped Stamping: Enabled

Reston, VA 20190

Time Zone: (UTC-08:00) Pacific Time (US &amp; Canada)

carolyn.coleman@kingcounty.gov

IP Address: 97.113.85.23

**Record Tracking**

Status: Original

Holder: Carolyn Coleman

Location: DocuSign

7/9/2022 7:32:36 AM

carolyn.coleman@kingcounty.gov

Security Appliance Status: Connected

Pool: FedRamp

Storage Appliance Status: Connected

Pool: King County-King County Executive

Location: DocuSign

Office-Office of Labor Relations

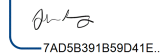
**Signer Events**

John Searcy

docusign@teamsters117.org

Security Level: Email, Account Authentication  
(None)**Signature**

DocuSigned by:

  
7AD5B391B59D41E...

Signature Adoption: Uploaded Signature Image

Using IP Address: 70.98.106.242

**Timestamp**

Sent: 7/9/2022 7:33:47 AM

Resent: 7/20/2022 7:41:15 AM

Resent: 7/21/2022 1:12:01 PM

Viewed: 7/25/2022 12:58:16 PM

Signed: 7/25/2022 12:58:27 PM

**Electronic Record and Signature Disclosure:**

Accepted: 7/25/2022 12:58:16 PM

ID: 1e101f6b-f2f8-4859-835c-21880ba3e6e8

Angela Marshall

amarshall@kingcounty.gov

Interim Deputy Director OLR

King County Executive Department-OLR

Security Level: Email, Account Authentication  
(None)

DocuSigned by:

  
EEB7CAF1C6B24B0...

Signature Adoption: Drawn on Device

Using IP Address: 166.137.115.62

Signed using mobile

Sent: 7/25/2022 12:58:28 PM

Viewed: 7/25/2022 1:12:38 PM

Signed: 7/25/2022 1:12:50 PM

**Electronic Record and Signature Disclosure:**

Not Offered via DocuSign

**In Person Signer Events****Signature****Timestamp****Editor Delivery Events****Status****Timestamp****Agent Delivery Events****Status****Timestamp****Intermediary Delivery Events****Status****Timestamp****Certified Delivery Events****Status****Timestamp****Carbon Copy Events****Status****Timestamp****Witness Events****Signature****Timestamp****Notary Events****Signature****Timestamp****Envelope Summary Events****Status****Timestamps**

Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	7/9/2022 7:33:47 AM
Certified Delivered	Security Checked	7/25/2022 1:12:38 PM
Signing Complete	Security Checked	7/25/2022 1:12:50 PM
Completed	Security Checked	7/25/2022 1:12:50 PM
Payment Events	Status	Timestamps
Electronic Record and Signature Disclosure		

## **ELECTRONIC RECORD AND SIGNATURE DISCLOSURE**

From time to time, King County Sub Account - Office of Labor Relations (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

### **Getting paper copies**

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

### **Withdrawing your consent**

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

### **Consequences of changing your mind**

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

### **All notices and disclosures will be sent to you electronically**

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

#### **How to contact King County Sub Account - Office of Labor Relations:**

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:

To contact us by email send messages to: [bmcconnaughey@kingcounty.gov](mailto:bmcconnaughey@kingcounty.gov)

#### **To advise King County Sub Account - Office of Labor Relations of your new email address**

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at [bmcconnaughey@kingcounty.gov](mailto:bmcconnaughey@kingcounty.gov) and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

#### **To request paper copies from King County Sub Account - Office of Labor Relations**

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to [bmcconnaughey@kingcounty.gov](mailto:bmcconnaughey@kingcounty.gov) and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

#### **To withdraw your consent with King County Sub Account - Office of Labor Relations**

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to [bmcconnaughey@kingcounty.gov](mailto:bmcconnaughey@kingcounty.gov) and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

### **Required hardware and software**

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

### **Acknowledging your access and consent to receive and sign documents electronically**

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

By selecting the check-box next to 'I agree to use electronic records and signatures', you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify King County Sub Account - Office of Labor Relations as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by King County Sub Account - Office of Labor Relations during the course of your relationship with King County Sub Account - Office of Labor Relations.