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**Coalition Labor Agreement (CLA) - Appendix for 272
Agreement Between King County
And
Washington State Council of County and City Employees, Council 2, Local 2084-FM
Department of Executive Services, Facilities Management Division**

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**AGREEMENT BETWEEN
KING COUNTY
AND
WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES
LOCAL 2084-FM**

These Articles constitute an Agreement between King County (County) and the Washington State Council of County and City Employees, Local 2084-FM (Union).

ARTICLE 1: LABOR-MANAGEMENT COMMITTEE

1.1 Labor-Management Committee:

A. The parties agree to establish a Labor-Management Committee (LMC) which shall be authorized, consistent with applicable laws and the terms of this Agreement, to use principles of interest-based bargaining to interpret, apply, and resolve issues affecting Labor and/or Management.

B. The role of the JLMC is to oversee the tasks and/or committees called for in this Agreement, and those that it establishes, and to provide the necessary coordination on matters involving the following principles:

- To deal jointly with issues
- To maintain and improve labor-management relations and communications
- Establish commitment, mutual trust, and mutual respect
- To help identify and solve problems
- As a forum to exchange information
- To promote the highest degree of efficiency and responsibility in

performance of the work and the accomplishment of the public purpose of the Facilities Management Division (FMD) in the Department of Executive Services (DES)

- Perform other duties as contained in this Agreement

C. The LMC will meet at least quarterly unless the parties mutually agree to change the schedule provided that no more than one hundred-twenty (120) days shall elapse between meetings. The parties will develop ground rules and other processes and procedures necessary for

1 conducting LMC meetings.

2 **D.** The LMC does not waive or diminish management rights or union rights. The
3 parties recognize that the LMC may not be able to resolve every issue.

4 **1.2 Definitions:** All words under this Agreement shall have their ordinary and usual meaning
5 except those words that have been defined under K.C.C. 3.12, as amended.

6
7 **ARTICLE 2: APPLICATION OF COALITION LABOR AGREEMENT**

8 The CLA shall apply to the individual bargaining unit’s employees as follows:

9 **Section 2.1** The Preamble in its entirety

10 **Section 2.2** All superseding provisions, unless otherwise noted in the CLA or in this
11 Appendix

12 **Section 2.3** For ease of reference, the following sections, which were previously listed in the
13 appendix, are covered in the CLA:

- 14 • Purpose pursuant to CLA
- 15 • Union Membership pursuant to CLA Article 37
- 16 • Waiver and Complete Agreement pursuant to CLA Article 46
- 17 • Just Cause Standard pursuant to CLA Article 27
- 18 • Disciplinary Action pursuant to CLA Article 27
- 19 • Right to Representation pursuant to CLA Articles 26 and 27
- 20 • Mileage pursuant to CLA Article 24
- 21 • Subcontracting pursuant to CLA Article 16
- 22 • Safety Standards pursuant to CLA Article 22
- 23 • Holidays pursuant to CLA Article 10
- 24 • Vacation pursuant to CLA Article 32
- 25 • Vacation use on Probation pursuant to CLA Article 32
- 26 • Sick Leave pursuant to CLA Articles 11 and 31
- 27 • Donation of Leaves pursuant to CLA Article 6
- 28 • Organ Donor Leave pursuant to CLA Article 36

- 1 • Bereavement Leave pursuant to CLA Article 8
- 2 • Internal Hiring Exam pursuant to CLA Article 35
- 3 • Jury Duty pursuant to CLA Article 5
- 4 • Volunteer Service pursuant to CLA Article 4
- 5 • Call Out and On Call pursuant to CLA Article 43
- 6 • Work out of Class pursuant to CLA Article 33
- 7 • Dispute Resolution Procedures pursuant to CLA Article 26
- 8 • Non-Discrimination pursuant to CLA Article 39
- 9 • Leave of Absence pursuant to CLA Article 22
- 10 • Bulletin Boards and Electronic Devices pursuant to CLA Article 23
- 11 • Medical, Dental and Life Plan pursuant to CLA Article 25
- 12 • Savings Clause pursuant to Article 30
- 13 • General Wage Increase pursuant to CLA Wages and Article 29
- 14 • Licenses and Certifications pursuant to CLA Article 44
- 15 • Duration pursuant to CLA Article 41

16

17 **ARTICLE 3: UNION RECOGNITION AND MEMBERSHIP**

18 **3.1 Recognition:** The County recognizes the Union as the exclusive bargaining
19 representative for all employees, other than confidential and supervisory employees, whose job
20 classifications are listed in Addendum A and who work at Children Family Justice Center (CFJC).

21

22 **ARTICLE 4: RIGHTS OF MANAGEMENT**

23 It is recognized that the County retains the right, except as otherwise provided in this
24 Agreement, to manage the business of the County and to direct its workforce. Such functions of the
25 County include, but are not limited to:

26 **A.** Recruit, examine, select, promote, transfer and train employees of its choosing, and to
27 determine the times and methods of such actions;

28 **B.** Develop and modify class specifications as well as assignment for the salary range for

1 each classification and allocate positions to those classifications;

2 C. Determine the methods, materials and tools to accomplish the work;

3 D. Designate work locations and assign employees to those locations:

4 E. Reduce the workforce due to lack of work, funding or other cause consistent with efficient
5 management;

6 F. Discipline, suspend, demote or dismiss regular employees for just cause;

7 G. Establish reasonable work rules;

8 H. Assign and direct the work, assign the hours of work and assign employees to shifts of its
9 designation.

10 All of the functions, rights, powers and authority of the County not specifically abridged,
11 delegated or modified by this Agreement are recognized by the Union as being retained by the
12 County.

13
14 **ARTICLE 5: EMPLOYEE RIGHTS AND SENIORITY**

15 **5.1 Personnel Files:**

16 A. The employee and/or a Union representative may examine the employee's
17 personnel files if the employee so authorizes in writing. Material placed into the employee's files
18 relating to job performance or personal character shall be brought to their attention prior to placement
19 in the file. The employee may challenge the propriety of including it in the files. If, after discussion,
20 the County retains the material in the file, the employee shall have the right to insert contrary
21 documentation into the file, or request the removal of a document that is in the file.

22 B. Unauthorized persons shall not have access to employee files or other personal
23 data relating to the employee. The Director of FMD/designee will determine staff authorized for
24 access to personnel files maintained in FMD. All persons with the exception of FMD, Department of
25 Human Resources (DHR), Labor Relations personnel, and Prosecuting Attorney Staff shall record
26 access to employee files.

27 C. Files maintained by supervisors regarding an employee are considered part of the
28 employee's personnel file and subject to the requirements of applicable laws and any provisions of

1 this Agreement applicable to personnel files, including allowing employee access to such files.

2 **5.2 Class Specifications:** When the phrase, such as “performs related work as required,” is
3 incorporated into the text of an official class specification as a representative example of work, the
4 assignment of such work on a regular and ongoing basis shall be within the essential duties and
5 responsibilities of the classification. Except as agreed to by the Union and the County, employees
6 shall not regularly and on an ongoing basis be assigned duties foreign to their classification.

7 **5.3 Personal Property:** Employees whose personal property is damaged during the
8 performance of their duties shall have same repaired or replaced at County expense; provided, that
9 such reimbursement shall not exceed five hundred dollars (\$500.00) per incident. Paperwork
10 necessary to process claims covered under this Section will be initiated by the County with due speed
11 upon receipt of the claim from the employee.

12 **5.4 Seniority Calculation:** For the purposes of this Agreement, seniority shall be defined as
13 the length of continuous regular service which includes seniority accrued with the former DYS
14 without a break in that service.

15 **5.4.1** The calculation of seniority will be accomplished by automatically crediting each
16 employee at the beginning of the calendar year with the number of regular hours they would be
17 scheduled to work during the remainder of the calendar year based on their employment status as a
18 full-time employee. Any leave-without-pay hours will then be subtracted from the total employment
19 and classification time as it is taken throughout the calendar year.

20 **5.4.2** Part-time regular employees will accrue seniority based on the number of regular hours
21 compensated during the calendar year, not to exceed a full-time accrual rate.

22 **5.4.3** No employee shall lose seniority due to an absence caused by an on-the-job injury or
23 otherwise as provided by law (e.g., military leave, FMLA).

24
25 **ARTICLE 6: HOLIDAY ADMINISTRATION**

26 **6.1 Holiday Compensation:**

27 **A. Holiday Worked:** Full-time and part-time employees who are eligible for holiday
28 pay shall receive one and one-half (1-1/2) their base hourly rate of pay for all hours worked on a

1 holiday. This holiday compensation for hours worked on a holiday shall be in addition to the holiday
2 pay.

3 **B. Holiday on Regular Day off:** Employees who do not work the holiday, because it
4 is their regular day off, shall either receive an additional day's pay at their regular, straight-time base
5 rate of pay (prorated for part time employees) or shall at their option receive a substitute holiday to be
6 used preferably within the same pay period.

7 **6.2 Holiday Staffing:** The Division may use reduced staffing on holidays consistent with
8 weekend staffing requirements. Volunteers will be sought first for holiday staffing. If there are
9 insufficient volunteers, employees will be selected by the Supervisor using a rotation process of
10 employees by classification and seniority. Employees may seek supervisory approval to exchange
11 their assigned holidays so long as the Division incurs no additional costs. Employees proposing the
12 exchange must notify their supervisor in writing not less than fourteen (14) days in advance of the
13 holiday. Any exchange of holiday assignments will obligate both employees to work those days
14 which they have exchanged.

15
16 **ARTICLE 7: VACATION REQUESTS AND INCREMENTAL USE**

17 **7.1 Vacation Requests:**

18 **A.** All vacation preferences shall be made on the designated form.

19 **B.** Vacation preference requests for a period beginning May 1 and ending the
20 following April 30 must be received by management no later than April 1. The vacation schedule
21 shall be posted on or before May 1.

22 **C.** Vacation preference requests shall be granted on the basis of classification
23 seniority provided that operations are properly staffed at all times.

24 **D.** Vacation preference requests may be made in increments ranging from one-half
25 hour's duration up to and including the maximum accumulation available.

26 **E.** Vacation preference requests shall contain a maximum of five (5) time periods or
27 increments, not to total more than the number of days accumulated, listed in order of priority to the
28 individual. Employees shall, on the basis of classification seniority, be entitled to approval for only

1 one (1) increment at a time. Employees not granted their first priority increment shall have their
2 second priority granted on the basis of seniority. Seniority shall also be applied to third, fourth, and
3 fifth priority requests until all available vacation time is scheduled.

4 F. Vacation requests received after April 1 of a given calendar year shall be approved
5 in order of their receipt provided that operations are properly staffed at all times. Employees will be
6 notified whether their vacation request is approved, denied, or contingent based on staffing as soon as
7 practicable.

8 G. Classification seniority shall not be used to gain approval of a vacation period that
9 includes the same holiday in two (2) succeeding years.

10 7.2 Incremental Use of Vacation Time: Vacation leave may be used in quarter (1/4) hour
11 increments.

12
13 **ARTICLE 8: SICK LEAVE INCREMENTAL USE**

14 Sick leave may be used in one quarter (1/4) hour increments.

15
16 **ARTICLE 9: HOURS OF WORK AND OVERTIME**

17 9.1 Standard Schedule: The standard workweek shall consist of forty (40) hours. The
18 normal workday shall be eight (8) hours. Scheduled days off shall be two (2) consecutive days.
19 Every effort will be made to accommodate an employee request for alternative work schedules.
20 County denial of alternative work schedules will be made on the basis of operational need and the
21 decision to deny the requested alternative schedule will be communicated to the Union.

22 9.2 Alternative Standard Schedule: The parties agree that alternate work schedules may be
23 utilized that are mutually agreed upon in writing by the employee and the manager/designee. The
24 alternate standard workweek schedule shall be a four (4) day, ten (10) hour day with three (3)
25 consecutive days off. The County maintains the right to switch the work schedule to a five (5) day,
26 eight (8) hour workweek during holiday weeks.

27 **9.3 Contractual Overtime :**

28 A. Except as otherwise provided in this Article, employees shall be paid at the

1 contractual overtime rate for all hours worked in excess of forty (40) compensable hours per week.

2 All overtime work shall require prior approval from the employee’s supervisor.

3 **B.** The Contractual Overtime Rate for each overtime hour worked shall be one and
4 one-half times the combined amount of the employee’s hourly base rate of pay and any applicable
5 pay premium in effect at the time the overtime is worked (known as “time and one-half”). If the
6 FLSA requires a higher rate of pay for any overtime hours worked, the employee shall be paid the
7 higher rate of pay pursuant to the FLSA.

8 **9.4 Compensatory Time:** An employee may request, and if the supervisor/designee
9 approves, may receive time off in lieu of overtime pay. Compensatory time off shall be earned at the
10 rate of one and one-half (1-1/2) hours for each overtime hour worked. Any balance of compensatory
11 time hours as of the end of the pay period which includes December 31, shall have those hours paid
12 out. However, an employee may request approval to carry over up to 40 hours of compensatory time
13 which must be used by March 31, or it will be cashed out.

14 **9.5 Overtime Assignment:** The LMC may discuss modifying overtime assignment
15 procedures as necessary. If the LMC proposes changes or modifications to the following procedures,
16 the parties will present their recommendations to the County and Union authorized bargaining agents
17 for consideration and, if agreed, they will execute a memorandum of agreement memorializing the
18 modification of this Agreement.

19 **A. Criteria:**

20 Overtime work will be assigned according to the following criteria in order of importance:

21 **1. Availability:** If an employee wants to be called for overtime work, the
22 employee must sign up on the overtime list for each classification.

23 **2. Ability to perform the task at hand:** The Maintenance Supervisor will
24 decide which employees are qualified and possess the skills and abilities required to perform the
25 overtime work. The time it may take for an employee to arrive at the job may also be considered.

26 **3. Equalization of Overtime Hours:** Every effort will be made to offer
27 overtime work equally among employees within their classifications who are registered for overtime
28 work.

1 **B. Registering for Overtime Work**

2 1. Custodians and Maintenance Constructors who want to work overtime work
3 must make their interest known in writing to the supervisor.

4 2. An employee must give their name and telephone number(s) at which the
5 employee can be reached. It is the employee’s responsibility to assure that their personal contact
6 information is current.

7 3. An employee will be removed from the overtime list when any of the
8 following occur:

9 3.1 An employee requests removal from the overtime list by notifying
10 the supervisor in writing;

11 3.2 An employee’s contact information does not work or it is out-of-
12 date; or

13 3.3 An employee refuses six overtime assignments in a three-month
14 period.

15 **C. Overtime Work Notification Procedure**

16 1. The Maintenance Supervisor will decide when overtime work is required,
17 the appropriate employee classification required, and the skills and abilities necessary to perform the
18 work.

19 2. Custodians and Maintenance Constructors on the overtime list and qualified
20 to do the available work will be called in the following order:

21 2.1 The Maintenance Supervisor will call the Custodian or
22 Maintenance Constructor as appropriate, rotating through the list of employees by seniority.

23 2.2 The Maintenance Supervisor will continue calling available
24 employees in the required classification until the Supervisor is able to contact an employee available
25 to perform the work. The Maintenance Supervisor may, at their discretion, leave messages and
26 permit responses within a designated time period for employees who do not answer their telephones
27 when called.

28 2.3 Employees who are not registered on the overtime list may be

1 called if there is an insufficient number of registered employees available to perform the overtime
2 work. When such mandatory overtime work is required, the least senior employee in the required
3 classification will be assigned the work.

4 3. The Maintenance Supervisor will keep a record of employees called for
5 overtime work and their responses.

6
7 **ARTICLE 10: WORK-OUT-OF-CLASSIFICATION ADMINISTRATION**

8 **10.1 Recruitment:**

9 **10.1.1** The County will circulate among all regular employees a description of the
10 nature of the assignment, the duration of the assignment, the applicable hourly wage rate, work
11 schedule, and desirable qualifications. Interested employees will be invited to apply.

12 **10.1.2** The nature of the application, and the selection process will be determined by
13 the County.

14 **10.1.3** The director/designee will make the final decision.

15 **10.2 Pay at Lower Range:** Employees who work an out of classification assignment outside
16 of their normal classification where the pay range is less than their current classification will receive
17 their normal rate of pay for the duration of the assignment.

18 **10.3 Seniority:** Regular employees who work out of classification shall continue to accrue
19 seniority within their regular classification.

20
21 **ARTICLE 11: REDUCTION IN FORCE**

22 **11.1 Layoff:** Regular employees selected for layoff as a result of efficiencies, lack of funds
23 and/or a lack of work shall be laid off according to seniority in their classification.

24 **11.2 Seniority Tie-Breaker:** In the event there are two or more regular employees with the
25 same classification seniority, the layoff shall be based upon total employment seniority accrued with
26 FMD including seniority accrued with the former DYS. If the employment seniority is tied, then the
27 County will decide.

28 **11.3** An employee subject to layoff may bump the least senior person in a lower classification

1 within the CFJC unit in which the employee has held regular status if qualified to perform the
2 available work.

3 **11.4 Re-call Rights:** Regular employees laid off shall have recall rights to any vacant
4 position within their classification for up to two (2) years from the date of layoff. In such cases, the
5 seniority status accrued at the time of layoff shall be reinstated when the employee returns to regular
6 employment within the bargaining unit.

7
8 **ARTICLE 12: UNFAIR LABOR PRACTICE (ULP)**

9 **A. Unfair Labor Practice (ULP).** The parties agree that thirty (30) days prior to filing
10 a ULP complaint with Public Employment Relations Commission (PERC), the complaining party
11 will notify the other party, in writing, meet, and make a good faith attempt to resolve the concerns
12 unless the deadline for filing with PERC would otherwise pass or the complaining party is seeking a
13 temporary restraining order as relief for the alleged ULP.

14
15 **ARTICLE 13: WORK SCHEDULE**

16 **13.1** All newly established regular work schedules (days of work), shifts (hours of work), and
17 vacant positions in the work unit will be posted for at least fourteen (14) consecutive days.

18 Employees within the same classification will have the opportunity to bid by seniority order for the
19 work schedule, shift, or vacancy. Absent adequate interest, the County may assign employees within
20 the classification in the affected work unit to the remaining work schedules, shifts or vacancies by
21 using inverse order of seniority.

22 **13.2** The manager/designee may temporarily change an employee's work schedule and/or
23 shift for planned projects. In the event the employee declines the changed schedule, the least senior
24 employee in the classification will work the changed schedule. Such change will normally require at
25 least two (2) weeks' notice to the employee.

26 **13.3** The County may temporarily adjust an employee's work schedule and/or shift to
27 accommodate unplanned projects, emergency repairs, or temporary changes in the hours of operation
28 of the CFJC and its tenants. Such temporary adjustments shall not exceed four (4) consecutive weeks

1 duration. The County will, when possible, provide at least forty-eight (48) hours advance notice to an
2 employee(s) before implementing a temporary schedule or shift time adjustment. If the notice to the
3 employee(s) is less than forty-eight (48) hours, the first adjusted shift will be paid at the overtime rate
4 of pay. The County will first ask for a qualified volunteer(s). If there is an insufficient number of
5 volunteers, the County will assign an employee(s) by inverse order of seniority.

6
7 **ARTICLE 14: WORK STOPPAGES AND EMPLOYER PROTECTION**

8 **14.1 No Work Stoppages:** The County and the Union agree that the public interest requires
9 efficient and uninterrupted performance of County services and to this end pledge their best efforts to
10 avoid or eliminate any conduct contrary to this objective. Specifically, the Union shall not cause or
11 condone any work stoppage, including any strike, slowdown, or refusal to perform any customarily
12 assigned duties, sick leave absence which is not bona fide, or other interference with County
13 functions by employees under this Agreement and, should same occur, the Union agrees to take
14 appropriate steps to end such interference. Any concerted action by employees shall be deemed a
15 work stoppage if any of the above activities have occurred.

16 **14.2 Union's Responsibilities:** Upon notification in writing by the County to the Union that
17 any of its represented employees are engaged in work stoppage, the Union shall immediately, in
18 writing, order such represented employees to immediately cease engaging in such work stoppage and
19 provide the County with a copy of such order. In addition, if requested by the County, a responsible
20 official of the Union shall publicly order such employees to cease engaging in such a work stoppage.

21
22 **ARTICLE 15: TEMPORARY EMPLOYEES**

23 **15.1** The starting times, work schedules and work location for temporary employees shall be
24 determined by the manager/designee.

25 **15.2** Temporary employees shall not accrue seniority. However, provided there is no break in
26 service, temporary employees who are subsequently hired as career service employees shall be able
27 to apply fifty percent (50%) of straight-time hours worked in temporary positions toward the
28 probationary period required of all new employees. Credit for hours worked shall be rounded to the

1 nearest half month.

2 **15.3** Temporary employees, except term-limited temporary, shall not be eligible to receive
3 insured benefits or paid leave except if they meet the criteria provided under KCC 3.12.040(C).

4

5 **ARTICLE 16: TIME, SPACE AND PROPERTY**

6 **16.1 Work Time:** Work time shall not be used for Union business, except as authorized by
7 the manager/designee for those Union officers necessary for the processing of grievances or handling
8 representational responsibilities.

9 **16.3 Facilities:** FMD space and facilities may be used by the Union for the purpose of
10 holding meetings subject to the established policies governing the use of facilities.

11 **16.4 Material:** FMD supplies and equipment shall not be used in performing any function
12 related to the activities of the Union and in concurrence with the IT Acceptable Use policy.

13

14 **ARTICLE 17: WAGE RATES**

15 **17.1 Pay Ranges:** Pay ranges for each classification are set forth in Addendum A.

16 **17.2 Step Increases:**

17 **A.** Upon successful completion of at least six (6) months of probationary, an
18 employee shall be advanced to the next step of the wage scale. If the probationary period is for one
19 (1) year, the employee shall be advanced to the next step upon satisfactory completion of the first six
20 (6) months of employment.

21 **B.** Annual step increases will be given, on each January 1st, after the first increase
22 described in Section 17.2.A if the employee’s work performance and work habits are satisfactory, and
23 until such time that the employee has reached Step 10. An increase beyond Step 2 is permissive and
24 may be given at the discretion of the manager/designee.

25 **17.3 Lead Worker:** An employee designated in writing by the Division Director/designee as
26 “lead worker” shall receive a seven percent (7%) premium in addition to the base wage for all time
27 assigned. It is understood by the parties that the County may re-open this article for the purpose of
28 negotiating implementation of a “lead worker” classification.

1 **17.4 Custodian-Floor Care:** An employee assigned in writing by the Division
2 Director/designee to exclusively perform floorcare shall receive a seven percent (7%) premium in
3 addition to the base wage for all time so assigned.
4

5 **ARTICLE 18: SAFETY**

6 **18.1 Commitment to Safety:** The County shall provide and maintain a safe and healthful
7 workplace and comply with all state and federal laws, rules, and regulations pertaining to workplace
8 safety and health.

9 **18.2 Workers' Responsibility:** Employees shall follow the safety and health rules, wear
10 and/or use all required gear and equipment provided by the County and participate in County-
11 provided safety training.

12 **18.3 Equipment:** No employee shall be required to use equipment which is not in a safe
13 condition. In the event an employee discovers or identifies unsafe equipment, they will immediately
14 notify the immediate supervisor in writing. Said equipment shall be repaired or replaced if the
15 County determines the equipment to be unsafe. At such time as the County determines the equipment
16 to be safe, the employee will be advised.

17 **18.4 Reporting on Safety Hazards:** It is the responsibility of all employees to report safety
18 hazards on a timely basis. "Record of Hazard Observed" forms will be available to all employees in
19 a conspicuous area. When a safety hazard is observed, the employee shall document the hazard on a
20 "Record of Hazard Observed" form, and turn the form in to their immediate supervisor for
21 investigation and correction.

22 **18.5 Remediating Safety Hazards:** Once notice of a hazard has been received by the
23 supervisor, they will investigate the situation and make correction within three (3) working days or
24 as soon as practicable. In the event more than three (3) working days are needed, upon the Union's
25 request, the supervisor will provide a written explanation to the reporting employee and the shop
26 steward as to the reasons for the delay and the anticipated date of correction.

27 **18.6 Safety Committee:** A Safety Committee, consisting of an equal number of employer-
28 selected and employee-elected members, shall meet at least bimonthly. The Safety Committee shall

1 have the following responsibilities:

2 A. Review the safety and health inspection reports to assist in correction of identified
3 unsafe conditions or practices.

4 B. Evaluate accident investigations conducted since the last meeting to determine if
5 the cause of the unsafe acts or condition involved was properly identified and corrected.

6 C. Evaluate the accident and illness prevention program and make recommendations
7 for improvement where indicated.

8 D. Evaluate and recommend training and equipment needs.

9 Minutes of all Safety Committee meetings shall be posted on the Safety Bulletin Boards and
10 filed in accordance with WISHA regulations. Safety Committee members shall be in pay status for
11 time spent in meetings.

12 **18.7 Refusal to Work under Unsafe Conditions:** Employees may refuse to work in
13 situations where there is reasonable cause to believe that doing so would present an imminent danger
14 in which death or serious injury could happen immediately.

15 **18.8 Workers' Right to Know:** Material Safety Data Sheets (MSDS) will be available for
16 reference and review in a conspicuous area accessible to all affected employees.

17 **18.9 Safety Inspections:** Where feasible, a shop steward will accompany Safety Inspectors
18 on worksite inspections and participate in opening/closing conferences without loss of pay and
19 benefits.

20 **18.10 Safety Bulletin Board:** There shall be a safety bulletin board in every building where
21 there are at least eight (8) bargaining unit employees. The bulletin boards will be sufficient in size to
22 display required posters, accident statistics, Safety Committee meeting minutes, and safety
23 educational materials.

24 **18.11 No Discrimination:** No employee will be disciplined, discriminated against, or
25 otherwise suffer retaliation for filing a safety complaint or grievance, reporting a hazard, or acting as
26 a witness in a safety investigation.

27 **18.12 Personal Protective Equipment:** In situations where the law requires that the
28 employer provide personal protective equipment, including clothing and boots, the County will

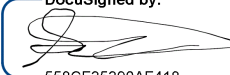
1 provide that equipment at County expense.

2

3 For Washington State Council of County and City
4 Employees, Council 2, Local 2084-FM:

4

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6 DocuSigned by:

7 558CF35390AF418...

8 Suzette Dickerson
9 Staff Representative

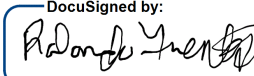
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11 For Washington State Council of County and City
12 Employees, Council 2, Local 2084-FM:

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15 DocuSigned by:

16 8D1E64969DC6494...

17 Rolando Fuentes
18 Local 2084 President

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21 For King County:

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23 DocuSigned by:

24 25601F2BDE904EE...

25 Nancy Corado, Labor Relations Negotiator
26 Office of Labor Relations, Executive Office

26

27

28

cba Code: 272

Union Code: N2

Addendum A

WAGE ADDENDUM

Washington State Council of County and City Employees, Council 2, Local 2084-FM

Department of Executive Services, Facilities Management Division

Job Class Code	PeopleSoft Job Code	Classification Title	Range*
9101100	912102	Custodian	32
8105100	815102	Facilities Maintenance Constructor	45

* Employees hourly rate will be that rate represented on the King County Squared Hourly Rate Table.

Certificate Of Completion

Envelope Id: 74357581E4A34018B4E6735FDFB77530	Status: Completed
Subject: Please DocuSign: Coalition Labor Agreement (CLA) - Appendix for 272 - 272CLAC0122.pdf	
Source Envelope:	
Document Pages: 18	Signatures: 3
Certificate Pages: 5	Initials: 0
AutoNav: Enabled	Envelope Originator:
Envelope Stamping: Enabled	Carolyn Coleman
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	11943 Sunset Hills Rd
	Reston, VA 20190
	carolyn.coleman@kingcounty.gov
	IP Address: 146.129.84.126

Record Tracking

Status: Original	Holder: Carolyn Coleman	Location: DocuSign
7/10/2022 11:16:56 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

Rolando Fuentes
 rfuentes@kingcounty.gov
 Security Level: Email, Account Authentication (None)

Signature

DocuSigned by:

 8D1E64969DC6494...
 Signature Adoption: Drawn on Device
 Using IP Address: 146.129.239.72
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Timestamp

Sent: 7/10/2022 11:18:16 AM
 Viewed: 7/12/2022 4:14:28 PM
 Signed: 7/12/2022 4:16:40 PM

Electronic Record and Signature Disclosure:
 Accepted: 7/12/2022 4:14:28 PM
 ID: 545455eb-548c-4f18-9037-3f7de3011dbd

Suzette Dickerson
 suzette@council2.com
 Security Level: Email, Account Authentication (None)

DocuSigned by:

 558CF35390AF418...
 Signature Adoption: Drawn on Device
 Using IP Address: 208.253.71.133
 Signed using mobile

Sent: 7/10/2022 11:18:17 AM
 Viewed: 7/10/2022 11:18:53 AM
 Signed: 7/10/2022 11:19:16 AM

Electronic Record and Signature Disclosure:
 Accepted: 7/10/2022 11:18:53 AM
 ID: 3288cc5c-5f6d-4525-9329-f5df7958657a

Nancy Corado
 ncorado@kingcounty.gov
 Security Level: Email, Account Authentication (None)

DocuSigned by:

 25601F2BDE904EE...
 Signature Adoption: Pre-selected Style
 Using IP Address: 198.49.222.20

Sent: 7/12/2022 4:16:42 PM
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 Signed: 7/12/2022 4:17:54 PM

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Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp

Certified Delivery Events	Status	Timestamp
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Carbon Copy Events	Status	Timestamp
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Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Envelope Sent	Hashed/Encrypted	7/10/2022 11:18:17 AM
Certified Delivered	Security Checked	7/12/2022 4:17:43 PM
Signing Complete	Security Checked	7/12/2022 4:17:54 PM
Completed	Security Checked	7/12/2022 4:17:54 PM

Payment Events	Status	Timestamps
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- ii. send us an email to 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..

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