

Coalition Labor Agreement (CLA) - Appendix for [276]
Agreement Between King County
And
Washington State Council of County and City Employees, Council 2, Local 2084-S
Department of Adult & Juvenile Detention (Juvenile Division Supervisors) (N3)

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**ARTICLE 1: APPLICATION OF COALITION LABOR AGREEMENT, LABOR–
MANAGEMENT COMMITTEE, AND DEFINITIONS**

Section 1.1. Application of Coalition Labor Agreement (CLA): 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 this Appendix or in the CLA.

Section 1.2. Labor-Management Committee:

A. The parties agree to continue their Labor-Management Committee (LMC) which shall be authorized, consistent with applicable laws and the terms of this Agreement, to use principles of interest-based discussion 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 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
- To establish commitment, mutual trust and mutual respect
- To help identify and solve problems
- To provide 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 Department of Adult and Juvenile Detention (the Department) and the Juvenile Division (the Division)
- To perform other duties as contained in this Agreement

C. The LMC will meet at least every other month unless the parties mutually agree to change the schedule provided that no more than ninety (90) days shall elapse between meetings. The responsibility for chairing meetings shall alternate each meeting between the Union and Division management. The chairperson shall function as a facilitator of LMC deliberations in accordance with

1 the principles of interest-based discussion. Each party will determine whether their chair assignment
2 will be permanent or rotate among their members.

3 **D.** The parties agree that the LMC will be comprised of approximately equal
4 representation of the County including one representative from the Office of Labor Relations (OLR)
5 and the Union.

6 **E.** The LMC does not waive or diminish County rights and does not waive or
7 diminish Union rights of grievance or bargaining. Issues are to be discussed in an interest-based,
8 collaborative manner and the LMC may access the services of a mutually acceptable source of
9 mediation services if consensus cannot be reached in a timely manner. The parties recognize that the
10 LMC may not be able to resolve every issue.

11 **Section 1.3. Definitions:** All words under this Agreement shall have their ordinary and usual
12 meaning except those words that have been defined under K.C.C. 3.12, as amended.

ARTICLE 2: UNION RECOGNITION

Section 2.1. Recognition: The County recognizes the Union as the exclusive bargaining representative for all full-time and regular part-time Corrections Supervisors of the King County Juvenile Division, excluding confidential employees and all other employees.

ARTICLE 3: RIGHTS OF MANAGEMENT

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

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

B. Assign and direct the work; develop and modify class specifications as well as assignment for the salary range for each classification and allocate positions to those classifications; determine the methods, materials and tools to accomplish the work; designate duty stations and assign employees to those duty stations;

C. Reduce the workforce due to lack of work, funding or other cause consistent with efficient management; discipline, suspend, demote or dismiss regular employees for just cause;

D. Establish work rules; assign the hours of work and assign employees to shifts of its designation;

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

F. King County intends to implement a new performance evaluation system during the life of this Agreement and will bargain any effects of that new system to the extent required by law.

ARTICLE 4: EMPLOYEE RIGHTS

Section 4.1. *Personnel Files:*

A. The employee and/or a Union representative may examine the employee's personnel files if the employee so authorizes in writing. Material placed into the employee's files relating to job performance or personal character shall be brought to their attention prior to placement in the file. The employee may challenge the propriety of including it in the files. If, after discussion, the County retains the material in the file, the employee shall have the right to insert response documentation into the file. Letters of Corrective Counseling shall be removed from the Department personnel files twelve (12) months after issuance, but shall be retained in Internal Investigations Unit (IIU) files as required for records retention and documentation of notice.

B. Unauthorized persons shall not have access to employee files or other personal data relating to the employee, except as required by law. The Director or designee will determine employees authorized for access to personnel files maintained in the Department.

Section 4.2. *Class Specifications:* When the phrase, such as "performs related work as required," is incorporated into the text of an official class specification as a representative example of work, the assignment of such work on a regular and ongoing basis shall be within the essential duties and responsibilities of the classification. Except as agreed to by the Union and the County, employees shall not regularly and on an ongoing basis be assigned duties foreign to their classification.

Section 4.3. *Right to Representation:* Employees shall have the right to representation as defined by law and the terms of this Agreement.

Section 4.4. *Promotion:* An employee who accepts a transfer or promotion to a position exempt from Career Service within the Juvenile Division shall be allowed to re-enter career service at a position in their previous classification within one (1) year of taking the transfer or promotion if the employee does not pass probation, or the employee decides that the employee is better suited to their previous classification. If there are no current vacancies, the Department may initiate a layoff pursuant to Article 10 Reduction in Force. However, the County will follow its existing processes to try to find an alternative placement for such employees within the County.

1 **Section 4.5. Career Development:** The parties share a mutual interest in the training and
2 career development of employees. Providing opportunities for employees to attend both mandatory
3 and non-mandatory trainings – including but not limited to administrative training, leadership
4 training, and juvenile corrections related training or conferences is in the best interest of both the
5 County and employee. To that end, the Department will continue in its efforts to provide appropriate
6 training for its employees, and employees may request paid release time to attend trainings and/or
7 conferences that would enhance the development of their Department careers and/or enhance their
8 skills as Corrections Supervisors.

9 **Section 4.6. Personal Property:** Employees whose personal property is damaged during the
10 performance of their duties shall have same repaired or replaced at County expense; provided, that
11 such reimbursement shall not exceed one hundred and fifty dollars (\$150) per incident paid by the
12 Department. Claims above \$150 will be reviewed by the Department Deputy Director and submitted
13 pursuant to Department policy to King County Risk Management for approval and reimbursement if
14 appropriate. Paperwork necessary to process claims covered under this Section will be initiated by
15 the Division within one pay period upon receipt of the claim from the employee.

16 **Section 4.7. Safety Standards:** No employee shall be directed to work in a manner or
17 condition that does not comply with local, state, or federal safety regulations, or in a condition,
18 location or assignment which would constitute a hazard to the employee's health or well-being. The
19 County shall provide appropriately classified staff for the care, supervision and transportation of
20 youth.

1 **ARTICLE 5: HOLIDAYS**

2 **Section 5.1. Holiday Observance and Pay:**

3 **A. Holiday Observance.** All employees shall take holidays off (up to eight hours)
4 using holiday leave if eligible, on the day of observance, unless their work schedule requires
5 otherwise for continuity of services, as determined by the County. The day of observance shall be
6 pursuant to CLA Article 10, except that New Year's Day, Juneteenth, Independence Day, Veteran's
7 Day, and Christmas Day will be observed on the actual date, even when they fall on a Saturday or
8 Sunday. When a holiday falls on an employee's normal work day, and the employee is not required
9 to work the holiday but normally works ten (10) hours, the employee may, at their discretion, use two
10 (2) hours of accrued vacation or compensatory time, in addition to the eight (8) hours of holiday
11 leave, for a maximum of ten (10) hours of compensation for the day.

12 **B. Work on Holiday.** If an employee works on an observed holiday, they shall be
13 paid at the rate of one-and-one-half (1.5) times the combined amount of the employee's hourly base
14 rate of pay and applicable pay premiums (longevity and education) in effect at the time (known as
15 "time and one half") for all regular hours worked, and the employee shall receive an additional eight
16 (8) hours of holiday pay at the straight-time rate.

17 **C. Furlough on Holiday.** If a holiday falls on an employee's furlough day the
18 employee shall be eligible for eight (8) hours of leave to be added to their accrued vacation bank, or
19 eight (8) hours of holiday pay at the straight-time rate, at the employee's option.

20 **D.** Annually, no later than February 1, employees shall make a selection for how they
21 want their holiday leave hours credited for the year (pay or leave) when their furlough is on a holiday.
22 In the event the employee does not indicate a preference, the employee shall receive pay.

23 **E.** Leave added to the vacation bank under this Article will be subject to all of the
24 same provisions as accrued vacation contained throughout this Agreement.

25 **Section 5.2.** Regular part-time employees shall receive pro-rated holiday benefits in the same
26 manner as outlined in this Agreement.

27 **Section 5.3.** When an employee's scheduled work day spans two (2) calendar days, the
28 holiday shall be considered to have occurred (observed) on the calendar day it commences.

ARTICLE 6: VACATIONS

Section 6.1. *Vacation Annual Bid:*

A. Employees may make up to six (6) vacation bid requests for the period beginning February 1 and ending the following January 31. All such bid requests must be submitted on the appropriate Division leave form no later than the preceding December 1. Employees shall indicate their priority order on the requests. Each request must be for consecutive days or time. The combined bids must be limited to current and projected vacation accruals; bids received beyond that amount will be rejected. Vacation preference requests shall be granted on the basis of seniority within the classification, provided that judicial proceedings, youth services and essential facility operations are properly staffed at all times. Employees will be notified by December 15 in regard to approval or disapproval of their requests.

B. The rounds shall be processed as follows, and approved based on seniority in classification and operational needs as noted in Section 6.1A:

Round 1: One request in consecutive full day increments

Round 2: One request in consecutive full day increments

Round 3: All remaining requests (up to four) in consecutive full day increments

Section 6.2. *Vacation Leave After Annual Bid:* Vacation requests received after December 1 must be submitted seventy-two (72) hours in advance, and shall be considered and approved with preference given based on the date of request (first come, first served). Employees shall be advised within thirty (30) days of the date of the request as to approval or disapproval of the request.

Section 6.3. Vacation time approved during the annual bid may not later be converted to compensatory time off.

Section 6.4. *Leave Cancellation:* Employees shall provide a minimum of twenty-four (24) hours of notice prior to cancelling all other approved leave. Leave cancellation requests with less than required notice will only be approved if cancelling their leave and working would prevent another employee from having to work mandatory overtime, or the employee would go into a no-pay status by taking the scheduled leave.

Section 6.5. *Increments of Use:* Vacation leave may only be requested for use in quarter (1/4) hour increments, at the discretion of the Division Director/designee.

ARTICLE 7: GENERAL LEAVES

Section 7.1. Leave – Examinations and Interviews: Employees shall be released from duty without loss of pay to participate in promotional examinations or interviews for County positions when the exam or interview occurs during their regularly scheduled work hours.

Additional References:

Organ Donor Leave: Pursuant to Coalition Labor Agreement, Article 36

Donated Leave: Pursuant to Coalition Labor Agreement, Article 6

Bereavement Leave: Pursuant to Coalition Labor Agreement, Article 8

Jury Duty: Pursuant to Coalition Labor Agreement, Article 5

Leave for Volunteer Service: Pursuant to Coalition Labor Agreement, Article 4

ARTICLE 8: HOURS OF WORK AND OVERTIME

Section 8.1. *Hours of Work:*

A. The work week for employees shall begin at 12:00 a.m. on Saturday and continue for a total of seven (7) consecutive days through 11:59 p.m. the following Friday. The standard work week for employees in this bargaining unit shall consist of forty (40) hours per week. The normal work week shall be four (4) ten (10) hour days with three (3) consecutive days off. The County may establish new work schedules (days of work, hours of work) and/or work locations, provided that advance written notice is given to the Union, except in cases of emergency, and the Union is provided the opportunity to bargain the impacts or decision, to the extent required by law.

B. The parties agree that alternate work schedules may be utilized that are mutually agreed upon in writing by the employee and Juvenile Division Director/designee.

Section 8.2. *Contractual Overtime:*

A. The overtime rate shall be paid to employees for all hours worked in excess of forty (40) hours per work week, excluding sick leave. The contractual overtime rate for each overtime hour worked shall be one and one-half times the combined amount of the employee's hourly base rate of pay and applicable pay premiums (longevity and education) in effect at the time the overtime is worked (known as "time and one half"). In the event that the Fair Labor Standards Act (FLSA) requires a higher rate of pay for any overtime hours worked, the employee shall be paid the higher rate of pay pursuant to the FLSA.

B. Full time employees who work contiguous to their regularly assigned work shift (before or after) shall be paid at the overtime rate for the actual time worked (beyond ten hours) so long as they have not taken vacation leave during that workday.

C. Sick leave shall not be included for the purposes of determining whether the daily or weekly overtime thresholds have been met.

D. Overtime work shall require prior approval of the individual's supervisor; however, under emergent circumstances overtime work may be approved after it is performed, provided the Juvenile Division Director/designee determines sufficient justification is made. Minutes punched in ahead of shift shall not count as time worked without prior approval.

1 **Section 8.3. Compensatory Time:** An employee may request, and with approval of the
2 Director or designee, may receive compensatory time off (CTO) in lieu of being paid for the overtime
3 they worked.

4 **A.** Employees may accrue (earn) a maximum of eighty (80) hours of CTO each
5 calendar year. Employees who have reached the annual maximum of eighty (80) hours of CTO must
6 take any subsequent overtime compensation in pay.

7 **B.** Employees may request a cash-out of any unused CTO they have accrued at any
8 time before December 31st. CTO may be cashed out at any time at the discretion of management,
9 and will be cashed out each year in the pay period that includes December 31st.

10 **C.** CTO may only be requested for use in one-quarter (1/4) hour increments.
11 Employees shall be responsible for the proper submission of Absence Request Forms for the use of
12 CTO.

13 **D.** Requests to use CTO shall be made at least seventy-two (72) hours prior to the
14 time being requested. Any requests within seventy-two (72) hours of the start of the shift shall be
15 reviewed for approval on a case-by-case basis, and may not be approved if the approval would result
16 in mandatory overtime for another employee.

17 **E.** Except for the above limitations, the use of CTO shall be reviewed for approval on
18 a case-by-case basis. Management's decisions in the application or granting of CTO shall not be
19 subject to the provisions of CLA Article 26, Grievance Procedure.

20 **Section 8.4. Mandatory Training or Mandatory Meetings:** In the event that the Department
21 requires an employee to attend a mandatory training or meeting, and such training or meeting is not
22 immediately before or after a shift, or during a shift, then a two (2) hour minimum will be paid,
23 which may be paid as overtime pursuant to Section 8.2 of this Article. For mandatory trainings or
24 meetings immediately before or after a scheduled shift, the employee shall be paid for actual time
25 spent in the training or meeting, which may be paid as overtime pursuant to Section 8.2 of this
26 Article.

ARTICLE 9: WORKING OUT-OF-CLASS/SPECIAL DUTY

Pursuant to CLA, Articles 33 and 15, and the following:

Section 9.1. Seniority: Employees who work out of class or on special duty assignments shall accrue seniority only within their regular classification.

Section 9.2. Supervisory Vacancies: Temporary Supervisor vacancies may be filled by non-bargaining unit employees if:

1. The vacancy is not filled by the alternate assignment process.
2. There are no available Supervisors.

ARTICLE 10: REDUCTION IN FORCE

Section 10.1. Regular employees selected for layoff as a result of efficiencies, lack of funds and/or a lack of work shall be laid off according to seniority in the classification.

A. Seniority Tie-Breaker: In the event there are two or more regular employees within the Juvenile Division with the same classification, title and seniority within the classification, the layoff shall be based upon total Juvenile Division seniority which includes seniority accrued within the former Department of Youth Services. If Juvenile Division seniority is tied, then the County will decide.

Section 10.2. An employee designated for layoff within a specific classification may move to another position within that classification based on their seniority in the classification. Where multiple employees occupy the same shift and days off, the least senior employee within the group will be displaced. If there is no Master Schedule position within the classification to which the employee can move, the employee may select a Master Schedule position in a job classification previously worked at the agency, based on total agency seniority, provided:

A. That at least a six (6) month probation period was satisfactorily completed; and,

B. The demonstrated job performance in the former classification was at an acceptable standard.

Section 10.3. Employees subsequently displaced as a result of the selection made by the laid off employee, may in turn exercise their lay-off rights as described above.

A. In the event an employee does not submit a position selection, the employee will be placed in the last remaining slot after all selections have been made.

Section 10.4. Seniority Calculation: For the purposes of this Agreement, seniority shall be defined as length of continuous regular service without a break in that service.

A. Calculation of seniority will be accomplished by automatically crediting each employee, at the beginning of the calendar year with the number of regular hours they would be scheduled to work during the remainder of the calendar year (1872 hours for full-time employees, 1248 hours for 2/3 time employees, 936 hours for half-time employees). Any leave-without-pay hours will then be subtracted from total agency and classification time as they are taken throughout

1 the calendar year.

2 **B.** Part-time regular employees will accrue seniority, based on a prorated formula in
3 accordance with the number of hours worked during the calendar year, not to exceed a full-time
4 accrual rate.

5 **C.** No employee shall lose seniority due to an absence caused by an on-the-job injury
6 and otherwise as provided by law (i.e. military leave).

7 **Section 10.5. Re-call Rights:** Regular employees laid off or bumped due to lack of work or
8 lack of funds shall have re-employment rights to the same kind and level of position held at the time
9 of layoff if such a position becomes available within two (2) years from the date of layoff. Laid-off
10 regular employees shall have recall rights to any vacant position within their classification. In such
11 cases, the seniority status accrued at the time of layoff shall be reinstated when the employee returns
12 to regular employment with the Juvenile Division.

13 **Section 10.6. Cash Out Upon Layoff:** Regular employees shall be paid in cash upon layoff
14 from County employment for any vacation accrued.

ARTICLE 11: UNFAIR LABOR PRACTICES

The parties agree that thirty calendar (30) days prior to filing an unfair labor practice charge with the Public Employment Relations Commission (PERC), the complaining party will notify the other party, in writing, meet, and attempt to resolve the matter unless the deadline for filing with the PERC would otherwise pass or the complaining party is seeking a temporary restraining order as relief.

ARTICLE 12: POSITION OPENINGS AND SHIFT/FURLOUGH BIDDING

Section 12.1. Master Schedule: The County shall maintain a Master Schedule that includes both shifts and days off and the employees occupying them. The County may make changes to the Master Schedule to meet its staffing needs after the Master Schedule is established. The County shall notify the Union of changes to the Master Schedule.

Section 12.2. Shift and Furlough Bidding: The County, in its sole discretion, will determine which posts (shifts and days off) must be filled based on current staffing and operational needs. New hires or probationary employees will not be eligible to bid on Master Schedule positions until the successful completion of probation. Assignments of regular employees to these changed shifts and days off shall be made as follows:

A. Annual Bid: Once per calendar year, in the last quarter of the calendar year, the Division will open shift and furlough bidding for all required posts as determined by the Division. Employees will transition to any new shifts and furloughs at the start of the second full pay period in the following calendar year.

B. Mid-Year Bids:

1. Any newly available shift and days off (posts) added to the master schedule, or any newly vacant posts that the Division determines a need to fill, shall be open for bid to all employees by seniority. Where bidding creates subsequent vacant posts that the Division determines a need to fill, each subsequent post will also be bid by seniority.

2. If an employee bids and moves to a schedule that changes their furlough days mid-year, the employee may request approval to adjust previously approved vacation days, and the Division may approve pursuant to operational needs.

C. Seniority for Bidding: If two or more employees bid on one position, appointment will be made on the basis of seniority within the classification. In the event of equal seniority in classification, Division seniority shall prevail. In the event that Division seniority is tied, Department seniority shall prevail. In the event that Department seniority is tied, the selection shall be at the sole discretion of the County.

D. Employees on probationary status may not participate in the bid system.

1 E. Employees may not change positions as a result of any bidding more than twice (2)
2 in a twelve (12) month period, unless approved by the Division.

3 **Section 12.3.** In the case of an unforeseen combination of circumstances or the resulting state
4 that calls for immediate action, employees may be required upon short notice to work shifts, or hours,
5 or days for the period of the need only.

ARTICLE 13: WORK STOPPAGES AND EMPLOYER PROTECTION

Section 13.1. No Work Stoppages: The County and the Union agree that the public interest requires efficient and uninterrupted performance of County services and to this end pledge their best efforts to avoid or eliminate any conduct contrary to this objective. Specifically, the Union shall not cause or condone any work stoppage, including any strike, slowdown, or refusal to perform any customarily assigned duties, sick leave absence which is not bona fide, or other interference with County functions by employees under this Agreement and, should same occur, the Union agrees to take appropriate steps to end such interference. Any concerted action by employees shall be deemed a work stoppage if any of the above activities have occurred.

Section 13.2. Union's Responsibilities: Upon notification in writing by the County to the Union that any of its members are engaged in work stoppage, the Union shall immediately, in writing, order such members to immediately cease engaging in such work stoppage and provide the County with a copy of such order. In addition, if requested by the County, a responsible official of the Union shall publicly order such employees to cease engaging in such a work stoppage.

Section 13.3. Disciplinary Action: Any employee who commits any act prohibited in this Section will be subject to the following action or penalties:

A. Discharge.

B. Suspension or other disciplinary action as may be applicable to such employee.

ARTICLE 14: MISCELLANEOUS

Section 14.1. Work Time: Work time shall not be used for Union business, except as authorized by the Director or designee for those Union officers necessary for the processing of grievances or handling representational responsibilities.

Section 14.2. Facilities: DAJD space and facilities may be used by the Union for the purpose of holding meetings subject to the established policies and law governing the use of facilities.

Section 14.3. Material: County supplies and equipment shall not be used in performing any function related to the activities of the Union, except as authorized by the Department Director.

Section 14.4. Background Checks for Access to Criminal Justice Databases: The Department is an authorized participant in the ACCESS/WACIC system run by the Washington State Patrol and is required to conform to all established policies and procedures established by the Washington State Patrol as it relates to ACCESS/WACIC. As required, the Department shall conduct a background re-investigation every five years for all employees who use or work on the connection to these systems.

ARTICLE 15: INSURED BENEFITS

The Union and the County agree to incorporate changes to employee insurance benefits which the County may implement as a result of any agreement of the Joint Labor Management Insurance Committee.

ARTICLE 16: WAGE RATES

Section 16.1. Pay Ranges: Wage rates for Corrections Supervisors shall be range 58 on the County Squared Table.

Section 16.2. Step Increases: Employees shall receive within-range increases from one (1) step to the next higher step, upon satisfactory completion of the probationary period (minimum of six months) and annually thereafter as provided below.

A. Upon successful completion of the probationary period, an employee's salary shall be advanced to the next step if hired at Step 1.

B. Progression to all further steps is on the following January 1, except that the next salary increase skips a January 1 when first salary increase is between October 1 and December 31, inclusive. Annual step increases will be given until such time that the employee has reached Step 10.

Section 16.3. Longevity: Qualified employees shall be eligible for a longevity premium based upon years of service, as follows:

Completed Years of Service as Corrections Supervisor	Added to Base Rate
5	.54/hr
10	.81/hr
15	1.08/hr

Years of service is measured by the employee's adjusted service date based on date of hire as a Corrections Supervisor. Longevity premium pays shall be included in base pay for overtime compensation.

Section 16.4. Education Incentive Premium:

A. Employees who have an Associate's Degree in a relevant field, based on the Division Director's discretion, and from an accredited college or university, will be paid an education premium equal to 1% of the base hourly wage. This provision will be prospective upon contract implementation following full and final ratification by King County Council.

1 B. Employees who have a Bachelor's Degree in a relevant field, based on the
2 Division Director's discretion, and from an accredited college or university, will be paid an education
3 premium equal to 2% of the base hourly wage.

4 C. Employees who have a Master's Degree in a relevant field, based on Division
5 Director's discretion, and from an accredited college or university, will be paid an education
6 premium equal to 3% of the base hourly wage.

7 D. Employees may only receive one educational incentive premium, either Bachelor's
8 or Master's incentive. The premium pay shall cease during no-pay periods.

9 E. Employees must provide proof of relevant degree to the Division. If approved for
10 the premium, the employee will begin receiving the educational incentive benefit prospectively
11 beginning the first day of the pay period following providing documentation of proof of relevant
12 degree to the Division. No retroactive payments will be made.

13 F. Education premium pays shall be included in base pay for overtime compensation.

14 **Section 16.5. Training Premium:** Management has the right to assign, in writing, an
15 employee (supervisor) to train other newly assigned employees in supervisory functions. When an
16 employee is assigned to train these newly assigned supervisors one-on-one for one full day or more,
17 the employee will be paid 4% (four percent) above their base rate of pay for that day or days
18 assigned, in full day increments. Employees shall not be eligible for this premium when performing
19 training in less than full day increments, or when training non-supervisory employees. This provision
20 will be prospective upon contract implementation following full and final ratification by King County
21 Council.

For King County:

DocuSigned by:

Diana Joy

7/13/2022

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Diana Joy
Labor Relations Manager
Office Labor Relations
King County Executive Office

For the Union:

DocuSigned by:

Michael Rainey

7/12/2022

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Michael Rainey
President/Executive Director
Washington State Council of County and City
Employees, Council 2, Local 2084-S

DocuSigned by:

Adam Hoppis

7/12/2022

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Adam Hoppis, Supervisor and
Executive Board Representative
Washington State Council of County and City
Employees, Council 2, Local 2084-S

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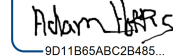
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Signed using mobile

Electronic Record and Signature Disclosure:

Accepted: 7/12/2022 9:21:48 PM

ID: e94c765a-f083-4a8a-8e9c-688265e247ff

Diana Joy

diana.joy@kingcounty.gov

Labor Relations Manager

King County Executive Department-OLR

Security Level: Email, Account Authentication
(None)

DocuSigned by:


1599FA1B311F404...

Sent: 7/12/2022 9:42:21 PM

Viewed: 7/13/2022 7:35:44 AM

Signed: 7/13/2022 7:35:52 AM

Signature Adoption: Pre-selected Style

Using IP Address: 198.49.222.20

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
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Carbon Copy Events	Status	Timestamp
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Carolyn Coleman carolyn.coleman@kingcounty.gov Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	<div>COPIED</div>	Sent: 7/13/2022 7:35:54 AM
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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	7/8/2022 12:15:03 PM
Certified Delivered	Security Checked	7/13/2022 7:35:44 AM
Signing Complete	Security Checked	7/13/2022 7:35:52 AM
Completed	Security Checked	7/13/2022 7:35:54 AM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure
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