



**King County Joint Crafts Council
Teamsters Local Union No. 117 Members
Contract Ratification Vote
May 2012**

TENTATIVE AGREEMENT SUMMARY

BE ADVISED:

Anything that has a “strike through” means that will be deleted from the new Agreement (ie: ~~following~~)

Anything that has a “line underneath it” means that will be new language in the Agreement (ie: following)

Language that does not appear on the voting document means there are no changes to be made.

The following Articles have been modified:

- Article 2 Non-Discrimination
- Article 3 Union Recognition and Membership
- Article 4 Management Rights
- Article 5 Classification and Rates of Pay
- Article 6 Hours of Work
- Article 7 Overtime and Premiums
- Article 8 Holidays
- Article 9 Vacations
- Article 10 Sick Leave
- Article 12 Medical, Dental and Life Plan
- Article 13 Seniority – Layoff and Recall

13.6: If a Teamsters 117 member leaves this Bargaining Unit (117) and transfers into another Union (within or outside of the Joint Crafts Agreement), they forfeit (lose) their Teamsters 117 seniority after one (1) year.

If a Teamsters 117 member is laid off from their Teamsters 117 job / position (**only**), they forfeit (lose) their Teamsters 117 seniority after being laid off (from their Teamsters 117 job / position) for more than two (2) years.

- Article 14 Miscellaneous
- Article 17 Waiver Clause
- Article 19 Duration
- Appendix E (Utility Workers – Roads / Airport)

Utility Workers at Cedar Hills have been moved to their own Appendix. * This move is **only and strictly** for the purpose of Teamsters Pension contribution, and does not “**shield nor protect**” the Utility workers at Cedar Hills from any future layoffs or reorganization.

- Appendix K
- Appendix L
- Appendix O

Prior to final processing, we will clean up the actual letter for the Crew Chiefs.

- Appendix N (Utility Workers – Cedar Hills)

Again, * This move is **only and strictly** for the purpose of Teamsters Pension contribution, and does not “**shield nor protect**” the Utility workers at Cedar Hills from any future layoffs or reorganization.

THIS IS A RECOMMENDED OFFER