



King County Coalition Master Labor Agreement (MLA) Tentative Agreement Highlights

Your Bargaining Team recommends a 'YES' vote!

If the MLA is ratified by the membership, here's what to expect:

- **Wage Increase:** A Total Wage Increase of **3.25%** (one of the highest in the State!) for 2018.
- **Economic Equity:** If another union outside of the Coalition secures a better contract (when everything is taken into account), there will be a reopener to the contract for bargaining.
- **Volunteer Service:** 3 days of sick leave to volunteer at your child's school or in your community! (The County has a list of 350 approved nonprofits as part of the Employee Giving Program and more can be added).
- **Bereavement Leave:** 5 days of leave for each instance, an expanded list of what family members are eligible, including domestic partners.
- **Special Duty/TLTs:** All TLT positions posted will *also* be offered as Special Duty positions.
- **Training:** Compensation and release time for training, licenses and certifications for all County position requirements.
- **Job Posting:** Union members meeting minimum qualifications will receive a first interview for King County open regular and TLT positions.
- **Professional Development:** A \$150,000 scholarship fund for a 1-year pilot in 2019 for any member in the coalition for training, education or professional development opportunities. These opportunities do not need to be related to your body of work.
- **Discipline:** Letters of reprimand cannot be used for progressive discipline after a period of 18 months provided the employee has not been disciplined during the 18-month period. Stronger protection for use of Performance Improvement Plans and stronger timelines on County investigations.
- **Union Engagement:** 30-min presentation that the Coalition provides each new employee during orientation weekly. 30-min release time for new members to talk with a representative of the Union to learn about their contract and the value of the Union. Guaranteed release time for Steward Training.
- **Working out-of-class:** Employees working out of class for more than 29 consecutive days will be converted to a Special Duty position. Working out of class will also receive a 5% pay premium. Though assignments must occur in full day/shifts increments, you are not required to perform all of the responsibilities of the higher-level classification.
- **Contracting Out:** Stronger language that keeps the County from contracting out your body of work.
- **After Hours Support:** Guaranteed 10 minute minimums for technical call outs for hourly employees and 4 hour minimums for physical call outs for hourly employees.
- **Boot Allowance:** Up to \$200 per year per employee for safety footwear. County will also provide all required Personal Protective Equipment.

There is one concession to make note of:

- **Vacation Cap:** All current employees, through 12/31/17, will **retain** their vacation cap of 480 hours. All new hires starting in 1/1/2018 will have a vacation cap of 320 hours. Everyone will still receive the same vacation accrual. All new employees will know what their cap is so that they can plan and take their vacations appropriately.