

## **Frequently Asked Questions about the 2015-2016 Tentative Agreement** *Between the King County Coalition of Unions and King County*

**Q: What will be my COLA?**

A: 2.0% for 2015 and 2.25% for 2016

**Q: What is the length of the Agreement?**

A: The Agreement covers COLA and all economic items January 1, 2015 through December 31, 2016.

**Q: How did the parties agree on a final percentage for the COLA?**

A: It was a negotiation! The parties considered the CPI (consumer price index) and the existing COLA formula, the current budget and past sacrifices made by union members. In the end, the King County Coalition of Unions felt that this was the best possible COLA deal for our members.

**Q: What does the “total comp” reopener mean?**

A: It means that the bargaining units that ratify this Agreement also agree to negotiate in coalition for other compensation elements to be in effect after December 31, 2016.

**Q: What about my own contract? Can economic items be negotiated there?**

A: No. Very specifically, all economic items are OFF the table (by both the County and the Coalition) for the duration of this Agreement.

**Q: What if my bargaining unit is already in negotiations?**

A: If you are in the middle of negotiations, nothing in this Agreement will stop those negotiations from going forward in good-faith.

**Q: Will the Administrative Support Agreement be extended?**

A: Yes, for the duration of this Agreement.

**Q: What is the change to FML and why did the County propose it?**

A: The change sought is a change in practice so that King County Family Medical Leave runs concurrent (rather than consecutive) to Federal Family Medical Leave. This means that employees would no longer have to use all paid leave under FMLA before they are eligible for KC FML. The concurrent leave (whether paid or unpaid

or a combination) would last for 12 weeks (except for intermittent leave, which under KC FML can last for 18 weeks) and any other exceptions required by law, including leave for care of a veteran.

The primary reasons for the change are to reduce the administrative burden of tracking two separate types of leave with different rules at different times, and to use County HR personnel to help employees find appropriate resources that meet their specific needs rather than tracking the current complex Family Medical Leave scheme.

**Q: How many people does the change in FML impact?**

A: Though we do not have a number that is 100% accurate, our best estimate of the number of employees impacted by this change using 2013 data, is between 40-60 employees.

**Q: When will the FML changes be implemented?**

A: Not before July 1, 2015, and only AFTER a code change has been made by Council, which will be jointly crafted by the Coalition and the County.

**Q: Is there a signing bonus for ratifying this Agreement?**

A: Yes! \$500

**Q: Do non-reps or non-Coalition participants get the bonus?**

A: No!

**Q: When do we vote and how do we vote?**

A: Each ratification process will be done by bargaining unit and conducted by the respective unions. The unions must submit ratification outcomes to King County no later than August 15, 2014.