

Memorandum of Agreement
By and Between
King County
and
The King County Coalition of Unions

Subject: Intermittent Family Medical Leave Act (FMLA)/King County Family Medical Leave (KCFML) use by Fair Labor Standards Act (FLSA) Exempt Employees

This Memorandum of Agreement is by and between King County and the King County Coalition of Unions and shall be binding individually and collectively upon all bargaining units in the Coalition on the date of execution of this Agreement and all bargaining units who subsequently join the Coalition, unless otherwise agreed to in writing by the parties. For reference, a list of all bargaining units that are in the King County Coalition of Unions as of the effective date of this agreement are included below.

Background:

The Family Medical Leave Act (FMLA) is a federal law requiring covered employers to provide employees with paid or unpaid job-protected leave for qualifying medical and family reasons. It allows employees to take up to 12 weeks of unpaid leave during any 12-month period to attend to the serious health conditions of the employee or a qualifying family member. King County Family Medical Leave (KCFML) is a County ordinance that provides similar benefits to the FMLA, but for a period of up to 18 weeks of paid or unpaid leave.

KCFML and FMLA are run concurrently and may be used for a total of 18 weeks consecutively or intermittently, including for partial weeks or even partial days, if medically necessary.

Currently, hourly employees deduct leaves for all hours absent from work, whether in partial day or full-day increments. Salaried employees deduct leaves when absent from work for a full workday, but do not deduct for partial day absences. However, when a salaried employee is taking intermittent FMLA or KCFML leave, the employee is converted to hourly for the duration of the intermittent/partial day leave, so that the County can track the FMLA/KCFML leave period pursuant to County policy. The conversion of salaried employees to hourly impacts terms and conditions beyond what is necessary for tracking the protected leave, such as the granting and use of executive leave and having to deduct non-FMLA/KCFML partial-day time off.

Agreement:

To ensure that employees receive all protected leave they are entitled to while maintaining their salaried status; FLSA-exempt employees will remain FLSA-exempt while on intermittent FMLA/KCFML, but will be required to deduct all full and partial day FMLA/KCFML-related leave from their paid leave bank(s) and their FMLA/KCFML hours.

If an FLSA-exempt employee's leave banks are depleted, the employee will continue to reduce the employee's FMLA/KCFML hours, and the employee will be unpaid for partial-day FMLA absences only. The employee will continue to be paid for other partial-day absences.

Eligibility for and use of executive leave is not affected by this Agreement. Executive leave will continue to be used only in whole-day increments.

This Agreement shall be effective upon signature of the parties.

Contracts Covered by King County Coalition of Unions		
cba Code	Labor Organization	Contract
170	Animal Control Officers Guild	Animal Control - Department of Executive Services (Records & Licensing Services)
446	Ferry Coalition	Passenger only Vessels, Marine Division, Department of Transportation
412	International Brotherhood of Teamsters Local 117	Administrator I - Transit, Department of Transportation
465	International Brotherhood of Teamsters Local 117	Department of Public Defense - Supervisors and Managers
456	International Brotherhood of Teamsters Local 117	Information Technology Managers and Supervisors - Department of King County Information Technology, Executive Branch Departments; Department of Executive Services
461	International Brotherhood of Teamsters Local 117	Joint Units Agreement
454	International Brotherhood of Teamsters Local 117	Legislative Analysts - King County Council
231	International Brotherhood of Teamsters Local 117	Print Shop - Graphic Communications; Department of Executive Services (Facilities Management Division)
154	International Brotherhood of Teamsters Local 117	Professional & Technical and Administrative Employees
155	International Brotherhood of Teamsters Local 117	Prosecuting Attorney's Office


Contracts Covered by King County Coalition of Unions		
cba Code	Labor Organization	Contract
352	International Brotherhood of Teamsters Local 117	Security Screeners - King County Sheriff's Office
153	International Brotherhood of Teamsters Local 117	Transit Design and Construction Supervisors - Department of Transportation, Interest Arbitration
159	International Brotherhood of Teamsters Local 117	Wastewater Treatment Division, Managers and Assistant Managers - Department of Natural Resources & Parks
156	International Brotherhood of Teamsters Local 117	Wastewater Treatment Division, Professional & Technical and Administrative Support - Department of Natural Resources & Parks
157	International Brotherhood of Teamsters Local 117	Wastewater Treatment Division, Supervisors - Department of Natural Resources & Parks
351	International Union of Operating Engineers, Local 302	Equipment Operators - Departments: Natural Resources & Parks, Transportation
350	Joint Crafts Council, Construction Crafts	Construction Crafts
370	King County Prosecuting Attorneys Association	Prosecuting Attorney's Office
463	King County Regional AFIS Guild	Automated Fingerprint Identification System - King County Sheriff's Office
460	King County Security Guild	Security Officers, Dispatchers, Sergeants - Department of Executive Services, Facilities Management Division
037	Office & Professional Employees International Union, Local 8	Dental - Department of Public Health
035	Office & Professional Employees International Union, Local 8	Department of Assessments
038	Office & Professional Employees International Union, Local 8	Departments: Public Health (Prevention Division), Community & Human Services (Behavioral Health and Recovery Division)
050	Professional and Technical Employees, Local 17	Court Reporters - Superior Court
040	Professional and Technical Employees, Local 17	Departments: Executive Services, Natural Resources & Parks, Permitting & Environmental Review, Transportation

Contracts Covered by King County Coalition of Unions		
cba Code	Labor Organization	Contract
060	Professional and Technical Employees, Local 17	Departments: Public Health, Community & Human Services
048	Professional and Technical Employees, Local 17	Information Technology
055	Professional and Technical Employees, Local 17	Office of Emergency Management, Department of Executive Services; Emergency Management Program Manager
046	Professional and Technical Employees, Local 17	Professional & Technical - Department of Transportation
043	Professional and Technical Employees, Local 17	Professional & Technical, Interest Arbitration - Department of Transportation, Metro Transit Division
066	Professional and Technical Employees, Local 17	Section Managers - Departments: Natural Resources & Parks, Permitting & Environmental Review, Transportation
065	Professional and Technical Employees, Local 17	Supervisors - Departments: Executive Services (Facilities Management Division), Natural Resources & Parks, Transportation
047	Professional and Technical Employees, Local 17	Transit Administrative Support
042	Professional and Technical Employees, Local 17	Transit Chiefs - Department of Transportation, Metro Transit Division
044	Professional and Technical Employees, Local 17	Transit Superintendents - Department of Transportation, Metro Transit Division
212	Public Safety Employees Union	Communications Specialists Supervisors - King County Sheriff's Office
330	Public Safety Employees Union	Department of Adult & Juvenile Detention Management
214	Public Safety Employees Union	Fire Investigator - King County Sheriff's Office
430	Public Safety Employees Union	King County Civic Television (CTV)
021	Public Safety Employees Union	Legal Administrative Specialists - Department of Judicial Administration
191	Public Safety Employees Union	Non-Commissioned - Department of Adult & Juvenile Detention
192	Public Safety Employees Union	Non-Commissioned - Department of Community & Human Services

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cba Code	Labor Organization	Contract
193	Public Safety Employees Union	Non-Commissioned Professional Employees - King County Sheriff's Office
464	Public Safety Employees Union	Non-Commissioned Professional Employees - Supervisory - King County Sheriff's Office
020	Public Safety Employees Union	Superior Court Clerks - Judicial Administration
450	Public, Professional & Office-Clerical Employees and Drivers, Teamsters Local 763	Communications Specialists - King County Sheriff's Office
220	Public, Professional & Office-Clerical Employees and Drivers, Teamsters Local 763	Department of Assessments
012	Service Employees International Union, Local 925	Department of Executive Services - Facilities Management Division
010	Service Employees International Union, Local 925	Department of Natural Resources & Parks - Parks & Recreation
462	Service Employees International Union, Local 925	Department of Public Defense
030	Service Employees International Union, Local 925	Involuntary Commitment Specialists - Mental Health, Department of Community & Human Services
011	Service Employees International Union, Local 925	Wastewater Treatment Division - Department of Natural Resources & Parks
160	Teamsters Local 174	Departments: Natural Resources & Parks, Transportation
260	Washington State Council of County and City Employees, Council 2, Local 1652	Medical Examiner - Department of Public Health
275	Washington State Council of County and City Employees, Council 2, Local 1652R	Industrial and Hazardous Waste
272	Washington State Council of County and City Employees, Council 2, Local 2084-FM	Department of Executive Services, Facilities Management Division
276	Washington State Council of County and City Employees, Council 2, Local 2084-S	Department of Adult & Juvenile Detention (Juvenile Detention Division Supervisors)
458	Washington State Council of County and City Employees, Council 2, Local 2084-SC	Superior Court - Family Court Operations; Court Appointed Special Advocates Specialists and Attorneys (CASA)

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cba Code	Labor Organization	Contract
273	Washington State Council of County and City Employees, Council 2, Local 2084-SC	Superior Court - Staff (Wages Only)
274	Washington State Council of County and City Employees, Council 2, Local 2084SC-S	Superior Court - Supervisors (Wages Only)
080	Washington State Council of County and City Employees, Council 2, Local 21AD	Department of Adult & Juvenile Detention
090	Washington State Council of County and City Employees, Council 2, Local 21DC	District Court - Wages
070	Washington State Council of County and City Employees, Council 2, Local 21HD	Department of Public Health

For The King County Coalition of Unions:



 Denise Cobden, Union Representative
 Coalition Co-Chair
 Professional and Technical Employees, Local 17

3/6/19

 Date

For The King County Coalition of Unions:

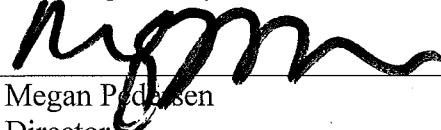


 Michael Gonzales, Senior Business Agent
 Coalition Co-Chair
 Teamsters Local 174

3/12/19

 Date

For King County:



 Megan Pedersen
 Director
 Office of Labor Relations
 King County Executive Office

7.1.19

 Date