

Coalition Labor Agreement (CLA) - Appendix for 030

**Agreement Between King County
And**

Service Employees International Union, Local 925

**Involuntary Commitment Specialists - Mental Health, Department of Community & Human
Services**

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AGREEMENT BETWEEN
KING COUNTY
AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 925
REPRESENTING INVOLUNTARY COMMITMENT SPECIALISTS in IN THE
DEPARTMENT OF COMMUNITY AND HUMAN SERVICES

These articles constitute an agreement, terms of which have been negotiated in good faith, between the King County Labor Negotiating Team and the Union subscribing hereto. This Agreement shall be subject to approval by Ordinance by the County Council of King County, Washington.

ARTICLE 1: PURPOSE AND INTENT

The intent and purpose of this Agreement is to promote the continued improvement of the relationship between King County and its employees by providing a uniform basis for implementing the right of public employees to join organizations of their own choosing, and to be represented by such organizations in matters concerning their employment relations with King County and to expressly set forth in writing the negotiated wages, hours, and working conditions of such employees in appropriate bargaining units provided the County has authority to act on such matters.

ARTICLE 2: APPLICATION OF COALITION LABOR AGREEMENT

The CLA shall apply to the individual bargaining unit’s employees as follows:

Section 2.1. The Preamble in its entirety.

Section 2.2. All Superseding and non-superseding provisions of the CLA.

1
2 **Section 2.3.** For ease of reference, the following provisions, which were previously listed in
3 this Appendix, are covered in their entirety by the CLA:

5 Provision	6 CLA Article
7 Savings Clause	8 30
9 Medical, Dental and Life Insurance Programs	10 25
11 Grievance Procedure	12 26
13 Vacation Leave Cap	14 9
15 Vacation Accrual	16 32
17 Sick Leave	18 31
19 Bereavement Leave	20 8
21 FMLA/KCFML	22 11
23 Holidays	24 10
25 Duration	26 41

27 **ARTICLE 3: UNION RECOGNITION AND REPRESENTATION**

28 **Section 1.** The County recognizes the Union as representing Involuntary Commitment
Specialists employed by the King County Department of Community and Human Services.

Section 2. The County will upon request transmit to the Union, not more than twice a year, a
current listing of all employees in the unit. Such list shall indicate the name of the employee, wage
rate, job classification and department or unit.

Section 3.

A. Authorized representatives of the Union, including shop stewards, may have
reasonable access to its represented employees in County facilities for transmittal of information or

1 representation purposes, as long as the work of the county employees and services to the public are
2 unimpaired.

3 **B.** The Union shall have the right to appoint stewards within departments where its
4 represented employees are employed under the terms of this Agreement. The department shall be
5 furnished with the names of stewards so appointed. The steward shall be allowed a reasonable time
6 to investigate grievances during regular working hours providing the work of the County employees
7 in providing service to the public is not interrupted.

8 **C.** A negotiating committee, consisting of three persons may be selected from
9 amongst the bargaining unit employees by the Union. Such employees may be released during work
10 hours to attend Appendix negotiations, provided that no overtime pay obligations shall result from
11 participation of employees in negotiations.

12 .

13 **ARTICLE 4: RIGHTS OF MANAGEMENT**

14 The management of the County and the direction of the work force is vested exclusively in
15 King County subject to the terms of this Agreement. All matters not specifically and expressly
16 covered or treated by the language of this Agreement may be administered for its duration by the
17 County in accordance with such policy or procedures as the County from time to time may determine.

18

19 **ARTICLE 5: WAIVER AND COMPLETE AGREEMENT**

20 The parties acknowledge that during the negotiations resulting in this Agreement each had the
21 unlimited right and opportunity to make demands and proposals with respect to any and all subjects
22 or matters not removed by law from the area of collective bargaining and understandings and
23 agreements arrived at by the parties after exercise of that right and opportunity are set forth in this
24 Agreement. The Employer and the Union each voluntarily and unqualifiedly waive the right and
25 each agrees that the other shall not be obligated to bargain collectively with respect to any subject or
26 matter not specifically referred to or covered in this Agreement, even though such subject or matter

1 may not have been within the knowledge or contemplation of either or both of the parties at the time
2 they negotiated or signed this Agreement. All rights and duties of both parties are specifically
3 expressed in this Agreement and such expression is all inclusive. This Agreement constitutes the
4 entire agreement between the parties and concludes collective bargaining for its term, subject only to
5 a desire by both parties to mutually agree to amend or supplement at any time, and except for
6 negotiations over a successor collective bargaining agreement.

7
8 **ARTICLE 6: EQUAL EMPLOYMENT OPPORTUNITY**

9 Allegations of violations of this Article may be submitted through Step 3 of the grievance
10 procedure set forth in the CLA.

11
12 **ARTICLE 7: WORK STOPPAGES AND EMPLOYER PROTECTION**

13 **Section 1.** The employer and the Union agree that the public interest requires efficient and
14 uninterrupted performance of all County services and to this end pledge their best efforts to avoid or
15 eliminate any conduct contrary to this objective. Specifically, the Union shall not cause or condone
16 any work stoppage, including any strike, slowdown or refusal to perform any customarily assigned
17 duties, sick leave absence which is not bona fide, or other interference with County functions by
18 employees under this Agreement and should same occur, the Union agrees to take appropriate steps
19 to end such interference. Any concerted action by an employee in the bargaining unit shall be
20 deemed a work stoppage if any of the above activities have occurred.

21 **Section 2.** Upon notification in writing by the County to the Union that any of its represented
22 employees are engaged in a work stoppage, the Union shall immediately, in writing, order such
23 represented employees to immediately cease engaging in such work stoppage and provide the County
24 with a copy of such order. In addition, if requested by the County, a responsible official of the Union
25 shall publicly order such represented employees to cease engaging in such a work stoppage.

26 **Section 3.** Any employee who commits any act prohibited in this section will be subject in

1 accord with the County’s Work Rules to the following action or penalties:

2 1. Discharge.

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

4 **Section 4.** There shall be no lockouts during the life of this agreement.

5
6 **ARTICLE 8: REDUCTION-IN-FORCE/LAYOFF/RECALL**

7 **Section 1.** Regular employees laid off as a result of a lack of work and/or shortage of funds
8 shall be laid off according to seniority within classification as set forth in Section 4 of this Article;
9 provided, however, employees serving in their initial probationary period shall be laid off prior to
10 regular employees being laid off;

11 **Section 2.** Employees laid off shall be rehired in the inverse order of layoff; namely, those
12 laid off last will be rehired first.

13 **Section 3.** The County agrees to notify the Union at least 14 calendar days in advance, in
14 writing, of any anticipated reduction in force.

15 **Section 4.** Seniority shall be defined as follows:

16 Length of service within the bargaining unit/classification including hours worked as a
17 temporary employee, as described below:

18 **A.** A career service employee in the bargaining unit who resigns and subsequently
19 returns to a career service bargaining unit position shall have seniority restored, provided the break in
20 service is 24 months or less.

21 **B.** Seniority shall continue to accrue during any compensated absence from service or
22 during any leave of absence without pay for periods of 30 calendar days or less.

23 **C.** Seniority shall be retained but shall not continue to accrue during that period of an
24 authorized leave of absence without pay that exceeds 30 calendar days.

25 **D.** Temporary employee: All time worked as a temporary employee or term-limited
26 temporary employee in a bargaining unit position during the immediately preceding 24 prior to an

1 appointment to a career service position shall be added to the employee’s seniority upon such
2 appointment. Employees other than regular career service employees do not otherwise accrue
3 seniority.

4
5 **ARTICLE 9: HOURS OF WORK AND OVERTIME**

6 **Section 1. Hours of Work/Schedules:**

7 **A.** The establishment of reasonable work schedules, work locations, and starting
8 times is vested solely within the purview of department management, and may be changed from time
9 to time provided a two week prior notice of change is given. The two week prior notice provision
10 shall not apply to changes of roles, or in other circumstances over which the department cannot
11 exercise control. This provision shall not prevent employees from mutually agreeing to schedule
12 changes with the approval of the department. In the exercise of its scheduling prerogative,
13 department management will give priority to meeting the dictates of the workload.

14 **1).** Department management, with input from the bargaining unit, will
15 designate a workweek (or workweeks) consisting of seven consecutive 24-hour periods.
16 Management will continue to discuss with employees, concerns, and ideas for improvements or
17 changes, to the schedule configuration. The County agrees that it will not change the schedule
18 configuration without notifying the Union and providing an opportunity to negotiate the effects of
19 such change, unless the change is for a limited duration due to an emergency.

20 **2).** When annual work schedules are changed by the County, the employees
21 may select their desired schedule on the basis of seniority bid.

22 **3). Meal and Rest Breaks:** Due to the crisis response nature of the work,
23 employees will not have scheduled meal periods or rest periods, consistent with RCW 49.12.187. For
24 employees receiving paid meal periods and/or intermittent rest periods, this agreement specifically
25 supersedes in total the State provisions regarding meal and rest periods for Employees, and as such,
26 these employees do not receive a designated meal or rest period. Employees receiving a paid meal

1 period will be entitled to meal and rest periods only as described in this agreement, and not those
2 provided by State law. Employees are entitled to intermittent rest periods, and are entitled to a thirty
3 (30) minute meal period as close as possible to between two and five hours after the beginning of
4 their work shift. Employees will remain subject to call and in paid status during such rest periods and
5 meal periods.

6 **Section 2. Overtime:**

7 **A.** All employees shall be designated as hourly and eligible for compensation at the
8 overtime rate for all time worked in excess of 40 hours in a work week. All work over 40 hours in a
9 work week must be approved by a supervisor. For time worked in excess of an employees' regular
10 weekly work schedule, but not more than 40 hours, employees will be compensated at the regular
11 hourly straight-time rate. Employees must receive authorization in advance for work in excess of
12 their regular scheduled shifts.

13 **B.** Definitions of "Full Time", "Part Time", "Term Limited" and "Short Term
14 Temporary" employees are found in the King County Code.

15 **C.** Coverage for "Open" Shifts: Management will solicit volunteers by offering
16 employees the opportunity to cover open shifts in the following order:

- 17 **a)** Part time employees;
- 18 **b)** "On call"/"per diem" (i.e., temporary) employees; and
- 19 **c)** Full time employees

20 **D.** Overtime shall be computed in fifteen (15) minute increments. Assignment of
21 overtime work will include consideration by the supervisor of both business needs and safety
22 considerations, including those raised by the impacted employee.

23 **E. Contractual overtime.**

1 Contractual daily overtime shall be paid to employees who work more than their regularly
2 scheduled workday, inclusive of alternative work schedules, at the Contractual Overtime Rate in
3 effect at the time the overtime work is performed.

4
5 Contractual weekly overtime shall be paid to employees for all hours worked in excess of
6 forty (40) hours per FLSA workweek at the Contractual Overtime Rate in effect at the time the
7 overtime work is performed.

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10 The Contractual Overtime Rate for each overtime hour worked shall be one and one-half (1-
11 1/2) times -the combined amount of the employee's hourly base rate of pay, as specified in the
12 Addendum A wage table, plus any applicable hourly pay premiums in effect at the time
13 the overtime is worked that are contractually required to be included when calculating the Contractual
14 Overtime Rate. If the Fair Labor Standards Act (FLSA) requires a higher rate of pay for any
15 overtime hours worked, the employee shall be paid the higher rate of pay pursuant to the FLSA.
16

17 **F. Compensatory Time:** By mutual agreement between the employee and
18 supervisor, the employee may receive compensatory time in lieu of pay, at the rate of one hour for
19 each hour in excess of the employees' regular weekly work schedule, but less than 40 in a workweek,
20 and one and one-half hour for each hour worked in excess of 40 in a workweek. The employee must
21 request compensatory time in advance for each incident of overtime work.

22 Employees with a vacation balance of less than 200 hours may choose to receive
23 compensatory time at the rate of 1.5 times all time worked on a holiday, in addition to the regular
24 hourly rate of pay for all time worked. An employee may choose to receive compensatory time, in
25 lieu of overtime, for attendance at staff meetings, mandatory training or court appearance outside the
26 employee's scheduled work shift, or assigned standby time.

1 An employee's accrued compensatory time balance must not exceed 80 hours at any time.
2 Accrued compensatory time will be cashed out at the end of each calendar year, unless the employee
3 requests and is approved to carry over a compensatory time balance, not to exceed 40 hours into the
4 following year. Carried over compensatory time will be cashed out in the pay period that includes
5 March 31.

6 7 **ARTICLE 10: VACATION REQUESTS AND APPROVALS**

8 In addition to CLA Articles 35 and 9:

9 **Vacation Bid Process:** Employees shall submit their initial vacation requests on a date to be
10 established by management that falls at least two weeks after the shift bid but prior to the first of
11 February each year. One person from each shift will be allowed off on vacation at any one time.
12 Division management shall develop a preliminary vacation schedule for a twelve month period
13 commencing in March and ending in February, granting to the extent possible, requested vacation
14 dates in the order established by seniority. Vacation requests for the first round shall be in
15 increments of not less than one week's duration and not more than four weeks' duration during June,
16 July, August, and December. A week is defined as Saturday through Friday and any portion of a
17 week counts as a week for vacation draw requests. Additional vacation periods may be granted to
18 requesting employees in the reverse of the order established by the seniority draw, using new requests
19 submitted for this second round. Requests for the second round shall be limited to not more than two
20 weeks, but are not limited to consecutive weeks. In the second round, employees may choose
21 additional non-consecutive, available days in the week before or after their chosen vacation week(s).
22 Following completion of rounds one and two described above, the final vacation schedule shall be
23 posted on or before the first of March each year.

24 **Section 1.** All vacation requests made after the first and second rounds shall be granted
25 where possible and on a first-come basis, but only with the mutual agreement of department
26 management and the employee. If more requests are received simultaneously than can be scheduled,

1 the conflict shall be resolved by awarding the time off to the employee with the most accumulated
2 time (vacation and compensatory time). Requests for additional vacation and use of compensatory
3 time on a first-come basis shall be submitted no earlier than the Friday which is six (6) weeks in
4 advance of the week time off is desired, except as needed for time off to take advantage of training
5 opportunities. (For example, if an employee wishes to have Wednesday of week 26 off, the
6 employee may submit the request no earlier than Friday of week 20.) If an employee chooses to take
7 additional non-consecutive available days in the week before or the week after their chosen vacation
8 week, this will be considered two weeks for the second round. Any non-consecutive days picked in
9 a week is considered a vacation week. Vacation requested and scheduled on a first-come basis may
10 be taken in one-half hour increments.

11 **Section 2.** After the posting of vacation schedules, employees shall be permitted to exchange
12 vacation periods with the approval of the department.

13 **Section 3.** Cancellation by an employee of any scheduled vacation should be given to the
14 supervisor at least 45 calendar days in advance of the scheduled vacation. Excess vacation accruals
15 which result from cancellation of a previously scheduled vacation by an employee shall be forfeited
16 at the end of each calendar year.

17

18 **ARTICLE 11: HOLIDAYS WORKED**

19 In addition to CLA Article 10:

20 **A. Holiday Pay:** Employees who work on a holiday will receive the overtime rate of pay for
21 all holiday time worked, in addition to the regular hourly straight-time rate of pay for all time
22 worked. A “day” for full time employees shall reflect the regular work schedule. Part time
23 employees will receive the holiday benefit on a pro rata basis.

24 **1.** When a holiday falls on an employee’s scheduled day off, the employee will
25 receive the hourly equivalent of one “day” of holiday pay at the straight time rate.

26 **2.** When a holiday falls on an employee’s scheduled work day, and the employee does

1 not work, the employee will receive the hourly equivalent one “day” of holiday pay at the straight
2 time rate.

3 **3. Operational Application of Holiday Article and Holiday Pay:** Holidays shall
4 commence at 12:00 am and end at 11:59 pm the next day.

5 EXCEPT that for those working night shift (night shift is the shift that includes midnight, with
6 hours both before and after midnight), the holiday shall commence on the evening of the holiday
7 when the night shift begins.

8 **4. “Holiday Worked” premium pay:** Consistent with current contract language and
9 practice, scheduled shift hours worked on a holiday shall continue to be paid at the overtime rate. For
10 night shift and super swing employees this premium pay begins at the start of their shift. Using the
11 current schedule as an example, this means that a night shift employee beginning the shift at 11pm on
12 Friday on the eve of the holiday will be paid time and one half for the regular 9.5 hour shift beginning
13 at 11pm. (This is because the bulk of the night shift hours in this example fall on the holiday) If this
14 employee works again beginning at 11pm on Saturday, s/he receives neither holiday pay nor “holiday
15 worked” premium pay for that shift that begins on the holiday. Nothing in this provision excludes an
16 employee from earning both “holiday worked” premium pay and overtime (for working an open
17 shift) in the same work week.

18 **5. “Holiday Pay”:** for full time employees should reflect the regular employer
19 mandated work schedule of the Involuntary Commitment Specialists (ICS). Under the current
20 schedule the maximum holiday pay will be equal to 9.5 hours per holiday. Using the current
21 schedule as an example, a night shift employee beginning work at 11pm on a Friday will receive 9.5
22 hours of holiday pay beginning at 11pm.

23 When an employee is scheduled to work on a holiday but does not work, the employee
24 receives “holiday pay”, but the applicable leave bank (vacation, sick leave, etc.) will be reduced by
25 the number of hours absent, EXCEPT that when the employee does not work their scheduled holiday
26 shift due to a pre approved leave for the holiday, the employee receives “holiday pay”, but the

1 applicable leave bank is not reduced. "Pre approved" leave includes but is not limited to cases in
2 which vacation or sick leave has been pre scheduled and approved, as well as cases in which
3 management determines a specific holiday is overstaffed and thus not all employees scheduled are
4 needed on that day.

5 **B. Compensatory Time for Holiday:** Employees with a vacation balance of less than 200
6 hours may elect to receive compensatory time at the rate of 1.5 times all time worked on a holiday, in
7 addition to the base rate of pay for all time worked.

8 **C. Day of Observance:** Pursuant to CLA Article 10.

9 **D. Holiday Coverage:** After the final vacation schedule is posted, on or before the first of
10 March each year - a procedure for Holiday coverage for the remaining seven (7) holidays of the year
11 and the first three (3) holidays of the subsequent year will be developed. Whenever possible, holiday
12 assignments will be based on volunteers from the staff. However, if there are insufficient volunteers,
13 management will assign staff from the potential working pool. Assignment will be based on a
14 number of factors including the number of other major holidays worked and the general work
15 schedule. In the event there is a requirement to increase staffing on the recognized holidays,
16 employees will participate in the discussion about changes to be made.

17 18 **ARTICLE 12: EMPLOYEE RIGHTS**

19 **Section 1: Safety:** No employee shall be required to use equipment which is not in a safe
20 condition. In the event an employee discovers or identifies unsafe equipment, they will immediately
21 notify the immediate supervisor in writing. Employees will not be disciplined for reporting unsafe
22 equipment or working conditions to their immediate supervisor. Said equipment shall be repaired or
23 replaced if the employer determines the equipment to be unsafe. At such time as the employer
24 determines the equipment to be safe, the employee will be advised in writing.

25 **Section 2: Personnel Files:** The employee and/or representative may examine the
26 employee's personnel file(s) if the employee so authorizes in writing. Material placed into the

1 employee's file(s) relating to job performance or personal character shall be brought to the
2 employee's attention. The employee may challenge the propriety of including it in the file(s). The
3 employee shall have the right to insert documentation into the file(s), providing such documentation
4 is relevant to the challenge. Unauthorized persons shall not have access to employee files or other
5 personal data relating to their employment.

6 7 **ARTICLE 13: MISCELLANEOUS**

8 **Section 1. Temporary Employees:** The Union and the County recognize that the nature of
9 the services offered by the County necessitates the use of temporary employees (commonly referred
10 to as short-term temporary employees). These employees are part of the bargaining unit and subject
11 to the terms of the Agreement. Temporary employees are not considered comprehensive benefits
12 eligible employees, and as such are not eligible for vacation, holiday, medical, dental or other
13 insurance benefits. However term-limited temporary employees are eligible for all benefits contained
14 in this Appendix. The County agrees that these employees are supplementary to the regular work
15 force and shall not be used to displace regular employees or undermine the integrity of the bargaining
16 unit. Temporary and term-limited temporary employees are considered at-will and may be
17 terminated without recourse to the just cause provisions or the grievance procedures in the CLA. Just
18 cause provisions and the grievance procedure will apply to all other forms of disciplinary action.

19 **Section 2. Training:** The County may provide employees release time to attend training
20 programs that will be beneficial to their job performance. Notice of all such training opportunities
21 which management deems appropriate will be made available to all employees in writing. If the
22 County requires attendance at such training programs, the County will pay the expenses incurred.
23 Employees required to attend mandatory staff meetings on their day off will be reimbursed for
24 mileage and parking.

25 **Section 3. Work Rules:** Changes in written procedural guidelines or other work rules or
26 regulations will be implemented only upon written notification of revisions. No employee shall be

1 held responsible for violation of a written instruction, regulation, rule or guideline provided oral
2 instructions to do so were received from supervisory personnel.

3 **Section 4. LMC:** The County and the Union agree to establish a Labor-Management
4 Committee. The purpose of the Committee is to discuss matters of concern to either party, and
5 promote effective labor-management communications. Meetings shall be scheduled upon request of
6 either the Crisis and Commitment Coordinator or Union Representative (or designee), at a time
7 mutually agreed by the parties. Up to three represented employees from the bargaining unit shall be
8 entitled to participate in Committee meetings. Employees may be released during work hours to
9 attend Committee meetings, except that no overtime obligation will result from Committee activities.

10 **Section 5. Promotions:** Promotions shall be made in accordance with the King County
11 Code 3.15.130 and Personnel Guidelines. Any employee who is promoted within the Division and
12 does not successfully complete the probationary period for the position to which promoted, shall have
13 a right to return to their former position if it is vacant and available; this includes employees
14 promoted out of the bargaining unit. If the former position is not available, and the employee is
15 separated from the promotional position during the probationary period, the re-hire provisions of
16 Article 10 Section 2 will apply.

17 **Section 6. Job Sharing.** County Designated Mental Health Professionals may be permitted
18 to job share or to work part-time when practicable based on staffing requirements, budget constraints,
19 and at management's prerogative.

20 **Section 7. COPE.** King County shall, upon receipt of a written authorization form that
21 conforms to legal requirements, deduct from the pay of such bargaining unit employee the amount of
22 contribution the employee voluntarily chooses for deduction for political purposes and shall transmit
23 the same to the Union.

24 **Section 8. Probation:** All newly hired and promoted employees must serve a probationary
25 period as defined in the King County Code and Personnel Guidelines for the Career Service. The
26 Guidelines specify that the probationary period is an extension of the hiring process.

Section 9. Impact Bargaining: Should Washington State legislation require a material change to the job duties of the bargaining unit during the term of this Agreement, the parties will bargain the effects of that new requirement as it pertains to wages, hours and/or working conditions to the extent required by law.

Section 10. Parking: The parties agree the current parking benefit will continue with parking provided for the swing shift that begins at 2:00 pm (beginning at 1:45 pm), as well as for the “super swing” and night shifts. The parties agree to continue to research, discuss and negotiate regarding a proposal to provide employee parking for the “late day” shift, which now begins at 11:00 am and ends at 8:30 pm.

ARTICLE 14: WAGE RATES

Section 1. The classifications and rates of pay for all bargaining unit employees are listed in Addendum A of this Agreement. New career service employees (Involuntary Commitment Specialist, Job Class Code # 3111100, and PeopleSoft Job Code # 311101) shall be hired at Step 1 of Range 60 of the King County Squared Table pay range, or a higher step on the same range, at the discretion of management. Employees hired at Step 1 shall be advanced to Step 2 after the successful completion of a probation period of at least six months, which may be extended to up to twelve months by the hiring authority. Non-probationary career service employees on Step 2 through Step 10 will receive a one step increase effective January 1 of each year. However, a new employee who has not successfully completed probation by September 30 will not be entitled to an annual step increase on January 1.

Section 2. Temporary employees including term limited temporaries will be paid per the following schedule and increases in succeeding years per sections 2 and 3 of this Article:

0 - 320 hours worked	90% of Step 1
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	(Range 60)
321 - 640 hours worked	100% of Step 1 (Range 60)
641 + hours worked or previous employment as a King County Designated Mental Health Professional	110% of Step 1 (Range 60)

Section 3. Term Limited Temporary employees. The County may employ term limited temporary employees as defined in County Ordinance.

Section 4. Payroll System. The parties agree the County has the right to implement a common biweekly payroll system that will standardize pay practices and Fair Labor Standards Act’s work weeks. The parties agree that applicable provisions of the collective bargaining agreement may be re-opened at any time by the County for the purpose of negotiating these standardized pay practices, to the extent required by law.

Section 5. Shift Premium:

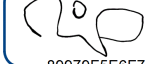
A. In addition to the regularly established hourly rates of pay, employees whose regularly assigned shift is the night shift (i.e., the shift that includes midnight) shall receive a shift differential of \$1.50 per hour for all compensated hours. Employees temporarily assigned to such a shift are eligible for this differential for actual hours worked on that shift.

B. In addition to the regularly established hourly rates of pay, employees whose regularly assigned shift is the “super swing” (i.e., the evening shift immediately preceding the night shift) shall receive a shift differential of \$1.50 per hour for all compensated hours. Employees temporarily assigned to such a shift are eligible for this differential for actual hours worked on this shift.

1 C. In addition to the regularly established hourly rates of pay, employees whose
2 regularly assigned shift is the “swing” (i.e., the shift that begins mid or late afternoon and extends
3 into the evening) shall receive a shift differential of \$1.50 per hour for all compensated hours.
4 Employees temporarily assigned to such a shift are eligible for this differential for actual hours
5 worked on this shift.

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8 Service Employees International Union, Local 925:

9 DocuSigned by:



10 89979F5E6F744B0...

11 Rion Peoples
12 Lead Negotiator

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14 Service Employees International Union, Local 925:

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16 DocuSigned by:



17 872FA230E8E241A...

18 Barry Westbrook
19 Bargaining Unit Negotiator

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22 King County Office of Labor Relations:

23 DocuSigned by:



24 7FE9183D721E453

25 David S. Levin
26 Labor Relations Negotiator – Senior

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cba Code: 030

Union Code: A4

**Addendum A
Wage Rates**

PeopleSoft Job Code	Job Class Code	Classification Title	Range*
311101	3111100	Involuntary Commitment Specialist	60
*All classifications are paid from the King County Squared Salary Schedule.			