

**Settlement Agreement
By and Between
King County
and
Signatory Unions**

Subject: Settlement of Vacation Accrual Errors (Adjusted Service Dates)

Background:

1. Employees' vacation accrual rates are based on a field in King County's payroll system called the Adjusted Service Date.
2. King County has identified that some employees have been accruing either too much or too little vacation, based on the entry of Adjusted Service Dates that do not conform to the King County Code, King County policies or parties' collective bargaining agreements.
3. King County has notified employees of the specific errors in their accrual rates and informed them that it would be adjusting their rates on an ongoing basis. It provided detailed information to employees and offered to answer any questions they might have with respect to this issue. King County also informed the employees who are represented by labor unions that it would be working with their union representatives to reach a resolution relating to overpayments and underpayments, as required by state law.
4. On July 13, 2018, King County notified affected employees that their vacation accrual rates would be adjusted on a going forward basis. These changes were implemented on July 28, 2018.
5. Throughout this process, King County and the unions that represent the affected employees have been exchanging information and meeting to resolve this matter. In lieu of individual unions filing grievances with respect to these rate adjustments, King County has negotiated this comprehensive resolution.

Agreement:

1. Employees will pay back the amount of vacation listed in Exhibit A, which itemizes individual reductions based upon:
 - a. over accruals from January 1, 2012, to June 1, 2016 (King County's date of awareness of errors in the adjusted service dates), and
 - b. a 50-hour write-off for all employees.

2. King County will not collect overpayments from employees who have left King County employment prior to the date of execution for this Settlement Agreement.

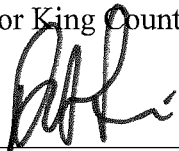
3. King County will engage in individual discussions with all employees who owe vacation balances to the County in order to determine a payment plan that meets their individual needs and circumstances. Factors that King County will consider for any given employee should include, but not be limited to: a general acknowledgment that access to vacation leave is a necessary good for all employees, amount of over accrual owed, vacation leave balance, individual preference to use vacation leave to remain in paid status during medical leaves, a reasonable duration for repayment, other leave balances that are available, and any additional personal circumstances that might be relevant. Individual agreements with employees must include an agreement to repay any vacation accruals upon termination, if their individual payment plans have not been satisfied at such time as termination occurs.

4. The seven employees listed in Exhibit B, all of whom have been identified as having under accrued vacation, shall receive the full amount of their respective under accruals, deposited into their respective vacation balances for use, within two pay periods following the execution of this Settlement Agreement. [Employees: Battey, Jette, Kubota-Wolbert, Ling, Loyola, McClinton and Qerimi]

5. The Unions will file no grievances addressing any concerns related to the adjusted service date project, including the prospective adjustments of vacation balances that occurred in July 2018, and the collection of the agreed upon vacation amounts.

6. This Settlement Agreement has been negotiated based on the unique facts and circumstances surrounding the over accruals and under accruals of vacation for certain employees. This Settlement Agreement does not establish precedent in any future matters concerning the overpayment or underpayment of leave or wages.

For King County:



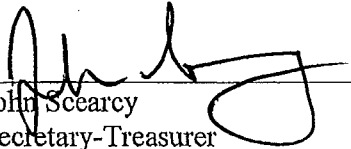
David S. Levin
Labor Relations Negotiator - Senior
Office of Labor Relations
King County Executive Office

06/14/2019
Date

**Settlement Agreement
By and Between
King County
and
International Brotherhood of Teamsters Local 117**

Subject: Settlement of Vacation Accrual Errors (Adjusted Service Dates)

cba code	Labor Organization	Contract
154	International Brotherhood of Teamsters Local 117	Professional & Technical and Administrative Employees
155	International Brotherhood of Teamsters Local 117	Prosecuting Attorney's Office
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



John Searcy
Secretary-Treasurer

5/29/19
Date

Settlement Agreement
By and Between
King County
and
International Union of Operating Engineers, Local 302

Subject: Settlement of Vacation Accrual Errors (Adjusted Service Dates)

eba code	Labor Organization	Contract
351	International Union of Operating Engineers, Local 302	Equipment Operators - Departments: Local Services, Natural Resources and Parks

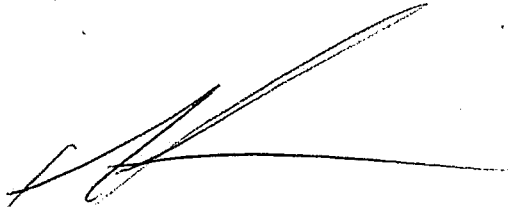

Al Cummins
Business Representative

5.23.19
Date

**Settlement Agreement
By and Between
King County
and
King County Corrections Guild**

Subject: Settlement of Vacation Accrual Errors (Adjusted Service Dates)

cba code	Labor Organization	Contract
295	King County Corrections Guild	Department of Adult and Juvenile Detention



Dennis Folk
President

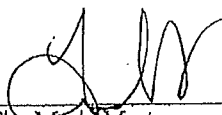
6.5.2019

Date

Settlement Agreement
By and Between
King County
and
King County Prosecuting Attorneys Association

Subject: Settlement of Vacation Accrual Errors (Adjusted Service Dates)

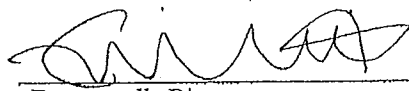
cha code	Labor Organization	Contract
370	King County Prosecuting Attorneys Association	Prosecuting Attorney's Office


Tina Marie Masters
President

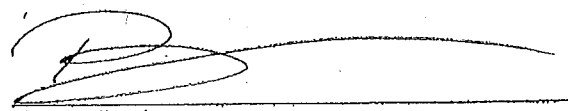
6.11.19
Date

~~Michelle Gregoire~~ ~~*on maternity leave~~
~~Vice President~~ jmm 6.12.19

Date


Emmanuelle Dinca
Treasurer

6/11/19
Date

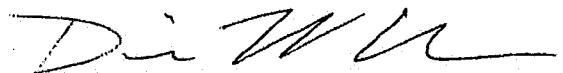

Brynn Jacobson
Secretary

6/11/19
Date

**Settlement Agreement
By and Between
King County
and
Professional and Technical Employees, Local 17**

Subject: Settlement of Vacation Accrual Errors (Adjusted Service Dates)

cba code	Labor Organization	Contract
040	Professional and Technical Employees, Local 17	Departments: Executive Services, Local Services, Natural Resources and Parks
047	Professional and Technical Employees, Local 17	Transit Administrative Support
060	Professional and Technical Employees, Local 17	Departments: Public Health, Community and Human Services



Denise Cobden
Union Representative

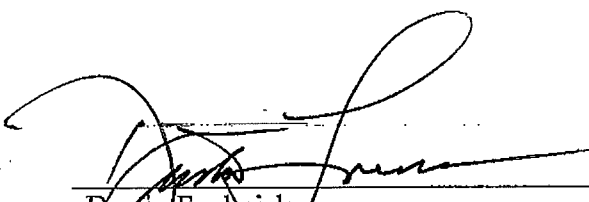
5/21/19

Date

**Settlement Agreement
By and Between
King County
and
Public Safety Employees Union**

Subject: Settlement of Vacation Accrual Errors (Adjusted Service Dates)

cba code	Labor Organization	Contract
021	Public Safety Employees Union	Legal Administrative Specialists - Department of Judicial Administration
193	Public Safety Employees Union	Non-Commissioned Professional Employees - King County Sheriff's Office



Dustin Frederick
Business Manager


6/3/19

Date

**Settlement Agreement
By and Between
King County
and
Service Employees International Union, Local 925**

Subject: Settlement of Vacation Accrual Errors (Adjusted Service Dates)

cha code	Labor Organization	Contract
012	Service Employees International Union, Local 925	Department of Executive Services - Facilities Management Division



Michael Laslett
Strategic Csmpaigns Director

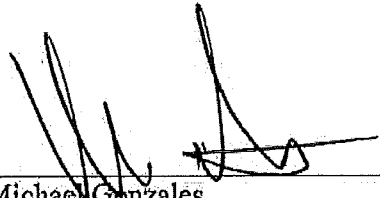
6/12/19

Date

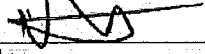
Settlement Agreement
By and Between
King County
and
Teamsters Local 174

Subject: Settlement of Vacation Accrual Errors (Adjusted Service Dates)

eba code	Labor Organization	Contract
160	Teamsters Local 174	Departments: Local Services, Natural Resources and Parks



Michael Gonzales
Senior Business Agent



5/22/19
Date

**Settlement Agreement
By and Between
King County
and
Washington State Council of County and City Employees, Council 2, Local 2084-SC**

Subject: Settlement of Vacation Accrual Errors (Adjusted Service Dates)

cba code	Labor Organization	Contract
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)



Suzette Dickerson
Staff Representative

5/22/2019
Date

000E0119 – Exhibit A - Adjusted Service Date - Final Over Accrued Hours Owed to King County

Last Name	First Name	Previous Calculated Over Accruals for 1/1/2012 -8/1/2018	Over Accruals for 1/1/2012 -6/1/2016	Difference	Less 50 Hours Write-Off	Net Hours Owed to King County	Union/Contract	CBA Code
Adkins	Lacie	150.74	41.55	-109.19	-8.45	0.00	Teamsters Local 174 - Departments: Local Services, Natural Resources and Parks	160
Cornejo	Kendall	99.74	45.44	-54.3	-4.56	0.00	Public Safety Employees Union - Non-Commissioned Professional Employees - King County Sheriff's Office	193
Engelsvold	Geir	50.91	0.00	-50.91	0.00	0.00	International Brotherhood of Teamsters Local 117 - Information Technology Managers and Supervisors - Department of King County Information Technology, Executive Branch Departments; Department of Executive Services	456
Flickinger	Margaret	59.23	14.95	-44.28	-35.05	0.00	International Brotherhood of Teamsters Local 117 - Prosecuting Attorney's Office	155
Hale	Mary	228.44	90.12	-138.32	40.12	40.12	International Brotherhood of Teamsters Local 117 - Professional & Technical and Administrative Employees	154
Kelley	Kevin	259.89	70.67	-189.22	20.67	20.67	International Brotherhood of Teamsters Local 117 - Joint Units Agreement	461
Maurer	Sondra	77.8	0.00	-77.8	0.00	0.00	Professional and Technical Employees, Local 17 - Departments: Executive Services, Local Services, Natural Resources and Parks	040
Morales	Linda	229.64	115.43	-114.21	65.43	65.43	Professional and Technical Employees, Local 17 - Transit Administrative Support	047
Murillo	Kristin	93.33	24.31	-69.02	-25.69	0.00	Public Safety Employees Union - Non-Commissioned Professional Employees - King County Sheriff's Office	193
Puloka	Siesia	146.73	5.52	-141.21	-44.48	0.00	International Brotherhood of Teamsters Local 117 - Prosecuting Attorney's Office	155
Quirimit	Janet	112.36	55.72	-56.64	5.72	5.72	Service Employees International Union, Local 925 - Department of Executive Services - Facilities Management Division	012
Smith	Latanya	207.46	69.15	-138.31	19.15	19.15	Public Safety Employees Union - Legal Administrative Specialists - Department of Judicial Administration	021
Sutanthavibul	Than	635.82	325.58	-310.24	275.58	275.58	Professional and Technical Employees, Local 17 - Departments: Executive Services, Local Services, Natural Resources and Parks	040
Takeuchi	Rie	317.58	209.54	-108.04	159.54	159.54	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)	458
Trudeau	Timothy	52.08	41.84	-10.24	-8.16	0.00	International Brotherhood of Teamsters Local 117 - Joint Units Agreement	461

000E0119 - Exhibit B - Adjusted Service Date Final Under Accrued Hours Reimbursed

Last Name	First Name	Under Accruals for 1/1/2012 to 8/1/2018	Net Hours to be Reimbursed to Employee	Union	CBA Code
Batthey	John	0.59	0.59	King County Corrections Guild - Department of Adult and Juvenile Detention	295
Kubota-Wolbert	Angela	21.49	21.49	International Brotherhood of Teamsters Local 117 - Professional & Technical and Administrative Employees	154
Ling	Bryan	33.36	33.36	International Union of Operating Engineers, Local 302 - Equipment Operators - Departments: Local Services, Natural Resources and Parks	351
Loyola	Raquel	132.96	132.96	Professional and Technical Employees, Local 17 - Departments: Public Health, Community and Human Services	060
McClinton	Laila	0.92	0.92	International Brotherhood of Teamsters Local 117 - Professional & Technical and Administrative Employees	154
Qerimi	Maggi	0.93	0.93	King County Prosecuting Attorneys Association - Prosecuting Attorney's Office	370