Memorandum of Agreement – King County Total Compensation 2019-2020
for Appendix 52 of the Master Labor Agreement
Washington State Council of County and City Employees, Council 2, Local 21AD
Department of Adult & Juvenile Detention
[080]

Subject: Total Compensation Coalition Small Table Terms

This Agreement (Agreement) is entered into by and between King County (the County) and the Washington State Council of County and City Employees, Council 2, Local 21AD (the Union).

RECITALS

1. The County and the Union have bargained in good faith on other financial related terms during small table bargaining as part of the Total Compensation Coalition bargaining for the term of January 1, 2019 through December 31, 2020. The parties have reached agreement on terms that will be rolled into the Appendix in the next round of MLA bargaining.

AGREEMENTS

1. The County and the Union agree that the edited appendix language below represents the entire agreement of the parties for the period of January 1, 2019 through December 31, 2020.

2. This County and the Union further agree that these language changes will be added to the appendix during MLA bargaining for the period of January 1, 2021 forward.

Appendix Language Changes effective January 1, 2019:

Article 13

Section 6. Meal Breaks. An unpaid meal break of not less than thirty (30) minutes or more than one (1) hour shall be allowed approximately midway through each shift. The length of the bargaining unit's meal break at the time of the signing of this Agreement shall remain in effect unless conditions of the agency change and a change in working hours is required. If such does occur, the employer agrees to meet with the Union to negotiate the terms of the change. The work day of the Corrections Program Specialists and Personal Recognizance Investigators shall include a one-half (1/2) hour paid meal. During this paid meal the Corrections Program Specialists and Personal Recognizance Investigators shall be available for work.

Section 7. Relief Period. All bargaining unit members shall be allowed one (1) relief period during the first half of the shift and one (1) relief period during the second half of the shift. A relief period is fifteen (15) minutes. The employer shall establish reasonable rules

governing the taking of such relief period. Paid meal breaks pursuant to Section 6 above, and relief periods may be combined, based on prior approval by the Corrections Program Administrator or Section Manager.

Article 15

f. All overtime payment practices will comport to the FLSA. All prior practices regarding the payment of enriched rate overtime shall cease effective January 1, 2019.

For Washington State Council of County and City Employees, Council 2, Local 21AD:

Suzette Dickerson, Staff Representative

For King County:

Dave Topaz, Labor Relations Negotiator-Senior