

**Memorandum of Agreement
By and Between
King County
and
Joint Crafts Council – Appendix B
International Association of Machinists and Aerospace Workers, Local 289**

Subject: Accretion of the Mechanic-Automotive Machinist - HD Apprentice Job Classification into the International Association of Machinists and Aerospace Workers, Local 289, Joint Crafts Council Bargaining Unit and Collective Bargaining Agreement (Contract Code 350, Appendix B)

Background:

King County (the County) and the International Association of Machinists and Aerospace Workers, Local 289 (the Union) are parties to a collective bargaining agreement (CBA), which covers employees in the trades in various departments/divisions throughout the County. The Union is one of several labor organizations that make up the Joint Crafts Council, subject to the CBA.

The County has identified the need for a newly created Mechanic-Automotive Machinist - HD Apprentice in the bargaining unit covered by this CBA.

Agreement:

1. The County hereby recognizes the Union as the exclusive collective bargaining representative for all regular and temporary employees occupying the classification of Mechanic-Automotive Machinist - HD Apprentice who have a community of interest with employees covered by the CBA described above.

2. The County agrees to add the classification and associated pay range (referenced to the Squared Table) of Mechanic-Automotive Machinist - HD Apprentice to Appendix B of the CBA. The Classification Specification for this classification is attached as Attachment 1.

Job Class Code	PeopleSoft Job Code	Classification Title	Range	Steps
870801	8411100	Mechanic-Automotive Machinist - HD Apprentice	43	1-7*

*These Steps equate to Steps 1, 3, 5 and 7 on the King County "Squared" Pay Schedule.
 Step 1= 25-30 months apprenticeship experience, 80% of Mechanic-Automotive Machinist I - HD
 Step 3= 31-36 months apprenticeship experience, 85% of Mechanic-Automotive Machinist I - HD
 Step 5=37-42 months apprenticeship experience, 90% of Mechanic-Automotive Machinist I - HD

Step 7=43-48 months apprenticeship experience, 95% of Mechanic-Automotive Machinist I - HD

3. Employees working under this classification shall be subject to all terms and conditions of employment provided under the Master Labor Agreement (the MLA), the CBA and Appendix B, and the following additional terms:

a. Employees hired into this classification must be entering their third year of the Union-approved apprenticeship program.

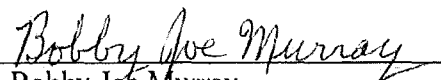
b. Employees hired into this classification must successfully complete a twelve (12) month probationary period.

c. Employees hired into this classification must successfully complete the Union-approved apprenticeship program as a condition of continued employment with King County. In the event an employee is removed from the apprenticeship program by the Union, or fails to complete the program within the Union-approved time allotted, King County will terminate the employee immediately, and the employee shall have no recourse to grieve the removal or the termination.

d. Upon successful completion of the Union-approved apprenticeship program, the employee will be upgraded to the classification of Mechanic-Automotive Machinist I - HD, and placed at the appropriate step in that pay range based on the MLA, the CBA, and Appendix B.

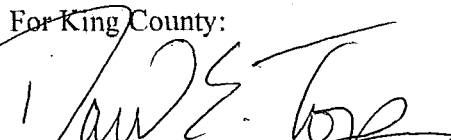
4. This Agreement shall become effective on the date of final signature by both parties. It is the intent of the Parties to incorporate the terms of this Agreement into a successor CBA. This Agreement will be implemented subsequent to the effective date, as soon as to do so is administratively practicable for King County.

For the Joint Crafts Council - International Association of
Machinists and Aerospace Workers, Local 289:


Bobby Joe Murray
Business Representative/Organizer

3-19-19
Date

For King County:


David E. Topaz
Labor Relations Negotiator - Senior
Office of Labor Relations
King County Executive Office

3-19-19
Date



**MECHANIC-AUTOMOTIVE MACHINIST – HD
APPRENTICE**

Class Summary

Incumbents within this classification include assisting journey – level Heavy Duty (HD) Machinist with mechanical, electrical, hydraulic and preventive maintenance repair work on a variety of light and heavy-duty vehicles and stationary equipment or related components. Incumbents within this classification are enrolled in an Labor and Industries (L&I) approved apprenticeship program.

Distinguishing Characteristics

This is the first of a three-level HD Machinist classification series. Incumbents gain experience in this classification and are assigned increasingly responsible work and work more independently in areas where they have demonstrated skill as they learn all aspects of mechanical systems, theory, operation and troubleshooting, maintenance, and repair of a variety of equipment and related components. Work is performed independently under the general oversight of a HD Machinist I or II.

Examples of Duties

All duties below can be performed independently or in conjunction with or under the general oversight of a HD Machinist.

1. Perform mechanical, electrical, and hydraulic repair work and preventative maintenance on light and heavy vehicles, tractors, mowers, trailers, backhoes, loaders, buses, electric buses, and other mechanical-related equipment.
2. Troubleshoot and diagnose major and minor mechanical, hydraulic, and electrical problems in all types of equipment.
3. Fabricate, install, adjust, replace, or rebuild systems, components and related parts. Install and fabricate a variety of metal fixtures.
4. Document maintenance, repairs, and problems on work orders. May prepare reports and maintain records.
5. Perform oil servicing, sampling, and greasing.
6. Repair machine drums and rotors.
7. Perform other duties as assigned.

Knowledge/Skills

Knowledge of the maintenance and repair of gasoline and diesel engines, accessories, and associated systems

Knowledge of brakes, suspension, running gear, and associated systems

Knowledge of electrical, hydraulic and air systems

Knowledge of industrial and shop safety rules, procedures, and equipment

Knowledge of the use of electrical, electronic, hydraulic, and mechanical test equipment

Knowledge of technical terms used in light and heavy equipment repair

Skill in verbal and written communication

Ability to effectively engage in and sustain relationships with people from diverse cultures and socio-economic backgrounds.

Ability to work independently and as a team member

Demonstrated proficiency with business applications, such as Microsoft Office suite

Education and Experience Requirements

Successful completion of the union approved apprenticeship program education requirements

Licensing, Certification and Other Requirements

Valid Washington State driver's license

Additional licenses, certifications and other requirements determined to be necessary to meet the business needs of the employing unit may be required.

FLSA Designation	Non-Exempt
Service Status	Career Service
EEO Code	7
Levels within same series	Mechanic-Automotive Machinist – HD Apprentice Mechanic-Automotive Machinist I – HD Mechanic-Automotive Machinist II – HD
Class History	1/2019 - Created