

TWO YEAR EXTENSION OF THE FACILITIES MAINTENANCE AGREEMENT
between
King County Housing Authority
and
the Seattle/King County Building Construction Trades Council

King County Housing Authority (“the Authority”) and Seattle/King County Building Construction Trades Council (“the union”) (collectively, “the parties”) are parties to a Facilities Maintenance Agreement effective November 1, 2018, through October 31, 2020, (“Agreement”), extended by mutual agreement through October 31, 2021. The parties hereby agree to extend the Agreement by two years, through October 31, 2023.

All provisions of the Agreement, and the 2020-2021 extension, shall remain in force during the period of agreed-upon extension through October 31, 2023, with the following exceptions, which shall be amended as follows:

1. ARTICLE 6 WAGES AND CLASSIFICATIONS

Wage rates for this extension only will be based on a combined two-year Cost of Living Adjustment based on the annualized consumer price index increase for Urban Wage Earners and Clerical Workers (CPI-W) in the Seattle-Tacoma area as issued by the U.S. Department of Labor, Bureau of Labor Statistics calculated using the first half of calendar year 2021 at June 30, 2021 and the first half of calendar year 2022 at June 30, 2022.

Effective upon ratification of the agreement, wage rates for 2021-2022 will be increased by 5.5%, effective first pay cycle on November 6, 2021

The Authority commits to an additional two percent (2%) Compensation Market Adjustment additional increase across all pay bands effective November 1, 2021, to be processed within 30 days of ratification.

Wage rates for 2022-2023 shall be adjusted by the difference between the combined Two-Year COLA and the 5.5%, **with a minimum of a 2% increase.**

Incentive Pay: Effective upon ratification all employees will receive a cash payment of \$500 per employee payable within 30 days of ratification if the agreement is ratified by January 14, 2022.

2. ARTICLE 7 CALL-OUT ROSTER AND STANDBY PAY, Section 2

Effective with the pay period beginning **November 6, 2021** employees on call will be eligible for standby pay of **\$400.00** per 7-day period plus overtime pay equal to actual hours spent on an emergency call out (or a minimum of 2 hours whichever is greater) times 1.5 times the Employee’s regular rate of pay. Alternatively, Employees may, subject to the provisions of Article VI, Section 1, elect to receive compensatory time in lieu of paid overtime. Overtime pay shall be calculated on the time actually spent once the Employee is dispatched from his or her home to the work site and shall not include telephone or other

time spent at home answering, responding to or investigating an emergency call out request.

3. ARTICLE 12 INSURANCE BENEFIT PROGRAMS AND PENSION PLAN, Section 3

For Calendar Year 2022, deduction for employee health premiums will be provided as Exhibit B as soon as they are received and will be made a part of this Agreement. Calendar Year 2023 rates will be set using the same cost sharing percentages as 2021, rounded to the nearest dollar.

4. ARTICLE 25 TERM OF AGREEMENT

This Agreement shall be in effect as of November 1, 2021 and shall continue in effect through October 31, 2023. This Agreement shall be subject to termination upon ninety (90) days' prior notice by either the Council or the Authority to the other of a desire to cancel, change or amend same.

5. The Authority commits to a compensation review for all classifications to be completed before December 31, 2022, with input and in consultation with the Union. Before a final compensation determination is made, the Council will be allowed to present any data, comparable, salary studies or any other relevant information. The presentation of such information will be considered part of the parties' normal bargaining process and incorporated as appropriate compensation determination.

Recommendations and adjustment from the compensation evaluation that are jointly agreed to by the parties shall be implemented within six months of mutual agreement.

IN WITNESS WHEREOF, the parties hereto have duly accepted and executed this Agreement on the ____ day of January 2022.

KING COUNTY HOUSING AUTHORITY:

FOR THE UNION:

Executive Director
King County Housing

Monty Anderson
Executive Secretary
Seattle Building Trades

