

# **COLLECTIVE BARGAINING AGREEMENT**

**BY AND BETWEEN THE  
PIERCE COUNTY PUBLIC TRANSPORTATION  
BENEFIT AREA AUTHORITY CORPORATION  
AND THE  
INTERNATIONAL ASSOCIATION OF MACHINISTS  
AND AEROSPACE WORKERS  
AFL-CIO, DISTRICT LODGE 160, LOCAL 297**

**January 1, 2025 – December 31, 2027**

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## **AGREEMENT**

This AGREEMENT is between PIERCE COUNTY PUBLIC TRANSPORTATION BENEFIT AREA AUTHORITY CORPORATION (hereinafter called the Employer) or any successors or assignees thereof, and INTERNATIONAL ASSOCIATION OF MACHINISTS and AEROSPACE WORKERS, DISTRICT LODGE 160, AFL-CIO (hereinafter called the Union) for the purpose of setting forth the mutual understanding of the parties as to wages, hours and other conditions of employment of those employees for whom the Employer has recognized the Union as the exclusive collective bargaining representative.

### **ARTICLE 1 - SUBORDINATION OF AGREEMENT**

It is understood that the parties hereto and the employees of the Employer are governed by the provisions of applicable state and federal laws. When any provisions thereof are in conflict with or are different than the provisions of this Agreement, the provisions of said state and federal laws are paramount and shall prevail.

### **ARTICLE 2 - RECOGNITION AND BARGAINING UNIT**

The Employer hereby recognizes the Union as the exclusive collective bargaining representative for the purposes stated in RCW Chapter 41.56 as last amended of all employees employed within the bargaining unit defined by the classifications listed in Appendix A to this Agreement. During the term of this Agreement, the Employer will notify the Union of newly created job classifications that share a community of interest with positions represented by the bargaining unit. After conferring with the Union, if no agreement is reached regarding inclusion of a job classification in the bargaining unit, the dispute will be referred to the Public Employment Relations Commission (PERC) pursuant to RCW 41.56. If the job classification is to be included in the bargaining unit, the Employer will negotiate the wage rate and applicable terms and working conditions for such new classifications.

### **ARTICLE 3 - UNION MEMBERSHIP AND DUES**

- A. The Employer agrees to deduct from the paycheck of each employee who has affirmatively authorized it, as evidenced by a signed authorization form provided by the Union to the Employer the regular initiation fees, regular monthly dues and assessments uniformly required of members of the Union. The amounts deducted shall be transmitted monthly to the Union on behalf of the employees. The performance of this function is recognized as a service to the Union by the Employer. Revocation of dues withdrawal will be processed by the Employer within thirty (30) calendar days upon receipt of written notification to the Employer by the Union.
- B. New employees in positions covered by this Agreement, shall be informed that the Union is their exclusive representative, and their position is covered by the terms of this

- Agreement.
- C. Per RCW 41.56.035, the Employer shall notify the Union of the hire of new employees in positions represented by the Union and the labor Agreement upon hire.
  - D. When new hire orientation classes or sessions are conducted for new employees in bargaining unit positions, the Employer shall provide the Union with advance notice of said orientations and shall permit the Union not less than one (1) hour to give a presentation, answer questions and distribute materials. Attendance in such orientations(s) are voluntary.
  - E. The Union shall indemnify and save the Employer harmless against any and all orders or judgments brought against the Employer as a result of any action taken or not taken by the Employer under the provisions of this Article, and any and all issues related to the deductions of dues or other payments to the Union, including reimbursement for any legal fees or expenses incurred in connection with any such action when the procedures of this Article are followed by the Employer.

#### **ARTICLE 4 - UNION ACTIVITIES**

- A. **Visitation and Conduct of Union Business:** Authorized representatives of the Union may, after notifying the Public Safety Chief, or designee, visit the work location of employees covered by this Agreement at a reasonable time for the purpose of investigating conditions on the job. Such representatives shall confine their activities during such investigations to matters relating to this Agreement. Employer work time shall not be used by employees or Union representatives for the conduct of Union business or the promotion of Union affairs.
- B. **Authorized Representatives:** The Union shall provide the Employer, in writing, with the names of the representatives who are authorized to resolve grievances and who will be serving on the Union's negotiation team.
- C. **Nondiscrimination:** A member of the Union acting in any official capacity whatsoever shall not be discriminated against for lawful acts as such member of the Union.
- D. **Union Bulletin Boards:** The Employer shall provide one Union bulletin board. Postings by the Union and its members shall be confined to such board and shall be limited to the business of the Union.
- E. **Meetings with Employer:** Authorized representatives of the Union will be allowed time off with pay to attend meetings called at the request of the Employer or its duly authorized representatives. This shall apply only to those meetings occurring during the employee's normal work shift. Attendance at meetings during non-work hours will be considered unpaid time.
- F. **Union Business Leave:** Employees will be granted leave without pay to participate in Union activities of a specified duration upon request to the Public Safety Chief, or designee, provided that the employee's absence will not interfere with the operating needs of the work unit. The request will be submitted at least seven (7) business days in advance and cite the duration of the assignment unless this

requirement is waived by the Employer.

- G. **Time in Bargaining:** Employees serving on the Union negotiation team will not be paid by the Employer for time spent in bargaining activities and will be considered to be on leave. However, for pension continuation purposes, such leave for bargaining activities will be paid leave when agreement is made between the Union and Employer, where the Employer is reimbursed by the Union for all salaries, applicable payroll taxes, retirement contributions and fringe benefits paid to or on behalf of the designated employees. Such reimbursement shall be invoiced by the Employer. Upon receipt of an invoice from the Employer, the Union shall remit payment within thirty (30) days.

## **ARTICLE 5 - WORK STOPPAGES**

- A. The Union and the Employer agree that the public interest requires the efficient and uninterrupted performance of all Employer services and to this end pledge their efforts to avoid or eliminate any conduct contrary to this objective.
- B. During the life of this Agreement, the Union shall not cause or condone any work stoppage, strike, slowdown, or other interference with Employer functions by employees under this Agreement. Employees covered by this Agreement who engage in any of the foregoing actions shall be subject to disciplinary action up to and including termination.

## **ARTICLE 6 - MANAGEMENT RIGHTS**

- A. Except as otherwise limited by the terms of this Agreement, the Employer retains all its customary, usual and exclusive rights, decision-making prerogatives, functions, and authority connected with or in any way incidental to its responsibility to manage the affairs of the Employer.
- B. The direction of its working force and operations is vested exclusively with the Employer. Without limitation, but by way of illustration, the exclusive prerogatives, functions, authority, and rights of the Employer shall include the following:
1. To direct and supervise all operations, functions, and policies of the Employer in which the employees in the bargaining unit are employed.
  2. To close or liquidate an office, branch, operation or facility, or combination of facilities, or to relocate, reorganize, or combine the work of division, office, branches, operations or facilities for budgetary or other reasons.
  3. To determine the need for a reduction or an increase in the work force and the implementation of any decision with regards thereof.
  4. To establish, revise, and implement standards for hiring, classification, promotion, quality of work, safety, materials, equipment, uniforms, appearance, methods, and procedures.
  5. To develop, interpret, amend, and enforce written policies, procedures, rules or regulations governing the workplace, including those described in the current Personnel Manual, provided that such policies, procedures, rules or

- regulations do not conflict with the provisions of this Agreement.
6. To assign and distribute work, including the assignment of incidental duties connected with positions even if not described in job description/classifications.
  7. To assign shifts, workdays, hours of work, and work locations.
  8. To discipline, suspend, demote, or terminate an employee for just cause.
  9. To determine the need for additional educational courses, training programs, on-the-job training, and cross-training, and to assign employees to such duties for periods to be determined by the Employer.

## **ARTICLE 7 - UNION NONDISCRIMINATION**

- A. The Union and Management agree to work cooperatively to ensure the achievement of the principles of non-discrimination. Further, it is mutually agreed that there shall be no discrimination based on Union membership or Union activity. Employees who believe they have been the subject of discrimination are encouraged to utilize the Agency's internal complaint procedures prior to seeking relief through external Agencies.
- B. The term "Employee," as used in this Agreement, includes both male and female employees. Contract language has been written as gender neutral whenever possible.

## **ARTICLE 8 - GRIEVANCE PROCEDURE**

- A. The purpose of this procedure is to provide an orderly method for resolving grievances. A determined effort shall be made to settle any such differences at the lowest possible level in the grievance procedure. It is understood that there shall be no suspension of work, slowdown, or curtailment of services while any difference is in process of adjustment or arbitration pursuant to the terms of this Agreement.
- B. A "Grievance," as is used in this Agreement, means a claim by the Union that the terms of this Agreement have been violated, or that a dispute exists concerning the proper application or interpretation of this Agreement. Grievances shall be processed in accordance with the following procedures within the stated time limits.
- C. Steps in the grievance procedure for disputes involving contract interpretations:  
**STEP 1:** The Union representative shall present in writing to the Public Safety Chief, or designee, and the Labor Negotiator, within ten (10) business days of knowledge of the act or event being grieved, with a copy to the Chief Operating Officer. The grievance shall specify the alleged violations(s) or dispute to include the act or event grieved, the date of the occurrence, the identity of the employee(s) who claims to be aggrieved, the specific provision of the Agreement that has been violated, and the remedy sought. The Public Safety Chief, or designee, shall have ten (10) business days after receipt of the grievance within which to meet and resolve the issue.  
**STEP 2:** In the event that resolution is not reached, and the Union Business Representative believes the grievance has merit, the grievance shall be submitted in



writing to the Chief Administrative Officer, or designee, within ten (10) business days of the step one meeting. The grievance shall specify the act or event grieved, the date of the occurrence, the identity of the employee(s) who claims to be aggrieved, the specific provision of the Agreement that has been violated, and the remedy sought. The Employer will not be required to process a grievance until this information is provided. Grievances that do not meet this condition or are otherwise unclear may be identified by the Employer and referred back to the Union for written clarification.

**STEP 3:** The Chief Administrative Officer, or designee, shall serve as chair of a Grievance Committee consisting of appropriate Employer personnel as designated, who will meet with the employee and the Union representative to review the facts and resolve the grievance. The meeting shall be held within twenty (20) business days after receipt of the written grievance and the committee shall render a written decision within twenty (20) business days after the meeting.

**STEP 4:** In the event the grievance remains unresolved, the grievance may be appealed to arbitration by so notifying the Chief Administrative Officer, or designee, in writing by email, registered or certified mail. Such notification must be received not later than thirty (30) business days after receipt by the Union of the committee's decision.

- D. In the event that a grievance arises that involves disciplinary action, it shall be handled in the following manner:

**STEP 1:** In the event that the Union Business Representative believes the grievance has merit, the grievance shall be reduced to writing and presented to the Chief Administrative Officer, or designee, within ten (10) business days after receipt by the Union of the notice of discipline or the date of removal if the grievance involves immediate removal from the job site as provided in Article 11 – Discipline. The grievance shall specify the act or event grieved, the date of the occurrence, the identity of the employee who claims to be aggrieved, and if applicable, the provision of the Agreement that has been violated, and the remedy sought. The Employer will not be required to process a grievance until this information is provided. Grievances that do not meet this condition or are otherwise unclear may be identified by the Employer and referred back to the Union for written clarification. Thereafter, the Union Business Representative and the employee will meet with a committee chaired by the Chief Administrative Officer, or designee, and other appropriate Employer personnel for the purpose of resolving the grievance. The meeting shall be held within twenty (20) business days after receipt of the request for the meeting. The committee shall render a decision in writing within twenty (20) business days after such meeting is concluded.

**STEP 2:** In the event the grievance remains unresolved, then the grievance may be appealed to arbitration by so notifying the Chief Administrative Officer, or designee, in writing by email, registered or certified mail. Such notification must be received no later than thirty (30) business days after receipt by the Union of the committee's decision.

**E. Arbitration Procedure:**

1. In the event that any grievance, dispute, or controversy, including disciplinary action, cannot be amicably adjusted in accordance with the provision of the grievance procedures defined in Sections C and D of this Article, it may be submitted to arbitration. Either party shall give notice of its intention to arbitrate as required in the applicable step. A list of nine (9) arbitrators shall be requested from the Federal Mediation and Conciliation Service (FMCS). Both parties shall meet and each shall strike a name, until one (1) arbitrator is selected.
2. The Union and the Employer both agree that the submission of a case to arbitration shall be based on the original written grievance submitted following the grievance procedure in Sections C and D of this Article and shall contain the nature of the grievance; act or acts grieved; date of occurrence; actual work performed; identity of employee or employees who claim to be aggrieved; provisions, if any, of this Agreement that the Employer has allegedly violated; and remedy sought.
3. Unless agreed upon in writing by both parties prior to the scheduling of the arbitration, no more than one (1) grievance, dispute, or controversy shall be submitted before the same arbitrator at one (1) hearing.
4. Upon mutual consent of the parties, an important grievance, dispute, or controversy may be severed from the other matters so as not to be heard at the same arbitration session or by the same arbitrator. The Arbitrator shall determine whether good cause has been shown.
5. The Arbitrator shall settle or decide an issue or grievance submitted for arbitration within thirty (30) calendar days from the date on which the arbitration hearing closed.
6. All meetings and hearings under this procedure shall be kept informal and private and shall include only such parties in interest and/or designated representatives.
7. The Arbitrator shall have no authority to alter, modify, vacate or amend any terms of this Agreement, to limit or impair any common law right of the Employer, or to establish or change any wage or rate of pay contrary to the terms of this Agreement. The Arbitrator will not have the authority to make any award that provides an employee with compensation greater than would have resulted had there been no violation of the Agreement. In case of non-disciplinary arbitration, the power and authority of the Arbitrator shall be to hear and decide each non-disciplinary dispute and shall be limited to determining the meaning and interpretation of the terms of this Agreement as herein set forth. The decision of the Arbitrator within these stated limits shall be final and binding on both parties and shall be in accordance with the laws of the state of Washington and the federal laws. The decision of the Arbitrator shall be based solely on the evidence and arguments presented to him/her by the parties in the presence of each other.
8. The parties agree that the power and jurisdiction of any arbitrator chosen

hereunder shall be limited to deciding whether there has been a violation of a provision of this Agreement.

9. The expense of the impartial arbitrator shall be borne equally by the parties. If the arbitration hearing is postponed or cancelled because of one party, that party will bear the cost of the postponement or cancellation. The cost of any mutually agreed upon postponements or cancellations will be shared equally by the parties. Each party shall bear the cost of preparing its own case, including attorney's fees and expenses, regardless of the outcome.
  10. This grievance and arbitration process is the exclusive mechanism to resolve disputes involving the interpretation of this Agreement, including disciplinary actions. If issues raised in a grievance under this Agreement are also subject to claims based on laws independent of this Agreement, the Union and affected employees must choose whether to pursue the grievance and waive the other claims or pursue the independent claims and waive the right to contest the grievance through arbitration. The choice of which route to pursue must be made before requesting arbitration.
  11. No issue whatsoever shall be arbitrated or subject to arbitration under this agreement unless such issue results from an action or occurrence which takes place following the execution date of this Agreement and no arbitration determination or award shall be made by the Arbitrator which grants any right or relief for any period of time whatsoever prior to the execution date of this Agreement. In case of a grievance involving any continuing or other monetary claim against the Employer, no award shall be made by the Arbitrator which shall allow any alleged accruals for more than one hundred eighty (180) calendar days prior to the date when such grievance shall have first been presented.
- F. Any and all time limits specified in the grievance procedure may be waived in writing by mutual agreement of the parties. Failure by the employee/Union to submit the grievance in accordance with these time limits without such waiver shall constitute an abandonment of the grievance. Upon written notice, a retroactive waiver of up to five (5) business days will be provided by management to the Union on Step 2 grievances. Failure by the Employer to submit a reply within the specified time limits shall cause the grievance to advance to the next step of the grievance procedure.

## **ARTICLE 9- FITNESS FOR DUTY EXAMINATIONS**

- A. All employees may be required by the Public Safety Chief, or designee, with the approval of the Chief Administrative Officer, or designee to undergo for cause medical examinations to determine their physical and mental fitness to perform the work of the classification in which they are employed. The cost of these examinations shall be at the expense of the Employer.
- B. Determination of physical or mental fitness will be by a physician designated by the Employer. The Employer will provide this physician with a description of the work to be performed and its physical parameters, as well as a written summary of any

Employer concerns related to fitness for duty. The employee will fully cooperate in the exam, including providing any information and/or medical records that the examining physician deems relevant.

- C. When the examining physician reports that an employee is physically or mentally unfit to perform work in the position in which the employee is employed, such employee shall have a period of three (3) working days from the date of his/her notification of such determination by the examining physician to indicate in writing to the Chief Administrative Officer their intention to submit the question of his/her physical or mental unfitness to a physician of their own choice. The cost of the examination shall be at the employee's own expense. This physician shall also be provided a description of the work to be performed and its physical parameters, as well as a written summary of the Employer's concerns related to fitness for duty. The report of such examination shall be provided to the Chief Administrative Officer not later than twenty (20) working days from the receipt of notification of unfitness of the employee.
- D. In the event of differing medical opinions, the employee shall undergo an examination by a third party physician for resolution. This physician shall be mutually agreed upon by the Employer and the Union and chosen from a list provided by the Union of five (5) licensed physicians on the Washington State Department of Labor & Industries (L&I) current list of registered providers. Failure to agree on an examining physician within thirty (30) days of receipt of the list shall be considered a default to the Employer's examiner unless an extension is mutually agreed upon. The third medical examination shall be the deciding opinion. The cost of this examination shall be at the expense of the Employer.
- E. Actions of the Employer based on the results of the examination are not considered to be disciplinary; however, such actions shall be subject to the grievance procedure in Article 8 of this Agreement.

## **ARTICLE 10- PROBATIONARY EMPLOYMENT**

- A. New employees shall be subject to a probationary period of nine (9) calendar months, provided that the Employer may extend such probation period for a maximum of three (3) additional calendar months. The probationary period shall include the academy and field training programs.
- B. Probationary employees shall not be considered regular employees, and their retention as employees shall be strictly within the discretion of the Employer. Such employees shall not have recourse to the grievance procedure with regard to disciplinary actions including termination. When a probationary employee is terminated, the employee may demand that a Union representative be present.
- C. An employee who is promoted shall be required to complete a probationary period of six (6) calendar months during which retention in the new position will be at the Employer's discretion. However, if the employee fails to successfully complete a probationary period, he/she shall be permitted to return to the position from which he/she was promoted.

- D. Periods of absence from work (both paid and unpaid) as well as time worked in a light or transitional duty assignment will not be included in computing the probationary period.

## **ARTICLE 11 - DISCIPLINE**

- A. Written reprimands, notices of suspension and notices of termination will become a part of an employee's personnel file. The employee and the Union will receive a copy of such reprimands and notices.
- B. An employee may be suspended without pay, demoted or dismissed for cause.
1. The employee or delegate shall be given a copy of the notice of disciplinary action, which includes a statement of reasons for the action.
  2. The Union may grieve a written, suspension, disciplinary demotion, or dismissal by filing a written grievance in accordance with the procedures specified in Article 8 – Grievance Procedure, Section D.
  3. Suspensions shall be effective not more than ten (10) business days from the date of the notice of discipline, excluding any leaves, days off and holidays of the employee.
- C. If the Employer believes a situation exists requiring the immediate termination or removal from the job site of an employee, the reasons for such decision should be carefully documented. Grounds for immediate dismissal may include:
1. Actions in violation of the Pierce Transit Drug & Alcohol Policy to include:
    - a) The possession of, use of, or impairment by, any illegal or prohibited drug, or misuse of legally prescribed drugs.
    - b) The possession of, use of, or impairment by, alcohol while on duty or in uniform. The term "possession" as used in this article shall not be construed to include the temporary possession of alcohol, drugs or other substances that arises as a result of or in connection with the employee's performance of job duties.
  2. Dishonesty;
  3. Mishandling of Employer revenues;
  4. Insubordination;
  5. Striking or abusing a supervisor, customer or fellow employee;
  6. Misuse of Agency equipment;
  7. Mishandling of physical evidence;
  8. Conviction of a crime; and
  9. Conduct unbecoming.

## **ARTICLE 12 – SENIORITY**

- A. The following types of seniority are recognized:
1. **Agency seniority** shall be the length of all continuous employment from the employee's most recent date of hire, inclusive of authorized leaves of absence and probationary

period. If an employee is laid off and is recalled to employment, time during layoff will be excluded from agency seniority. No person employed as a temporary employee shall accrue agency seniority.

2. **Classification seniority** shall be the length of continuous service in the specific classification and in all higher classes to which the employee has been promoted or appointed within the bargaining unit. If an employee is laid off and is recalled to employment, time during layoff will be excluded from classification seniority. Employees shall continue to accrue seniority in the lower classification while in the higher classification. Seniority in the higher classification begins on the date of appointment. Employees who are promoted to a classification not included in the bargaining unit shall have their classification seniority frozen and will lose said seniority at the conclusion of one (1) year (to include the probationary period).

- a. An employee who is temporarily appointed to a classification shall not accrue seniority in that classification but shall continue to accrue seniority in their classification.

- B. An employee shall lose all seniority credit in the event of a voluntary or involuntary termination. However, seniority shall not be lost in a lay off situation.

## **ARTICLE 13 - LAYOFF & RECALL**

### **A. Layoff:**

1. In the event of a layoff, the Employer shall determine the classifications in which positions are to be reduced. In determining which employees in the affected classifications will be laid off, primary consideration will be given to individual performance and qualifications required for the remaining jobs. Where there is more than one employee in an affected classification of work and where individual performance and qualifications are substantially equal as reasonably determined by the Employer, seniority in the relevant job classification will be determinative. Employees who are designated to be laid off shall be given thirty (30) calendar days' notice, or as much advance notice as possible, prior to the effective date of the layoff.
2. An employee who is in a classification designated for reduction may displace an employee in any equal or lower classification in the division in which said employee previously held regular status; provided said employee has more seniority in the classification than the employee he/she desires to displace. This right shall be exercised only once in any layoff.
3. Seniority for benefits purposes shall not accrue during layoff.

### **B. Recall:**

1. Employees shall be recalled in the reverse order of layoff as provided in Section A above.
2. Notice of recall shall be sent to employees at their last known address by registered or certified mail. It is the employee's responsibility to keep the Employer

informed of his/her current address. If any employee fails to notify Human Resources of their intent to accept the recall within ten (10) calendar days from the date of mailing the notice of recall, they shall be considered to have quit, shall cease to have seniority, and shall have their name removed from the recall list.

3. Recall rights of any employee shall expire twenty-four (24) months from the date of layoff.

**C. Furlough:**

1. Furlough shall mean a status wherein an employee is placed in an unpaid and inactive status for a period of time, as determined by the Employer.
2. The Employer will determine which classifications will be placed on furlough. Where more than one employee occupies a position in a classification identified for furlough, the Employer will allow at least 24 hours for employee in that classification to volunteer for furlough.
3. Where no employee in the classification identified volunteers, employees will be selected by classification seniority. If the furlough is due to a "temporary or emergent situation" employees selected for furlough may not displace or bump other employees in lower classifications.
4. Medical Benefits: For any non-probationary/trainee employee who is placed on furlough and qualifies by Employment Benefit Security Benefits, the Employer will continue to provide up to two (2) months of Employer paid healthcare insurance if the employee elects to continue benefits under the Consolidated Omnibus Budget Reconciliation Act (COBRA) and pay the employee's portion of the healthcare insurance premiums. If the Employer determines the furlough will be extended past the eight (8) week period, both the IAM and the affected employee(s) will be notified prior to the discontinuance of the COBRA benefits. If the employee has not been or elected to be laid off, she/he will have said COBRA benefits extended for an additional eight (8) weeks. After the eight (8) week COBRA extension and employees remain on furlough, the Employer and the Union will meet to determine the future status of said employees to include healthcare benefits under COBRA.
5. Other Benefits: Employees on furlough will not be permitted to utilize vacation or sick leave. Leave accruals will remain frozen and available to the employee upon her/his return to work. Accrued vacation leave in the year the employee is furloughed may be carried over into the following year. If an employee is separated from employment (resigns, retires, laid-off, etc) during the furlough, leave accruals will be cashed out per the Collective Bargaining Agreement, and/or Pierce Transit Policies.
6. Seniority: While on furlough and not separated from employment, classification seniority will continue. Any probationary period will be extended upon return to work for an amount of time equivalent to the furlough period.
7. Reasonable Contact: Furloughed employees must remain in contact on a once weekly basis with their supervisor and will provide a current phone number to Human Resources. Should an employee fail to notify Human Resources of her/his intention to return to work within three (3) business days from the date of being contacted, the employee will be considered to have quit.

- D. Nothing in this Article or any part of this Agreement is intended to restrict the sole

authority of the Employer to determine the necessity of service reductions, the form of the reduction, or the duration of layoff.

## **ARTICLE 14 - INSURANCE AND OTHER BENEFITS**

### **A. Medical, Vision and Dental Insurance**

#### **1. General – Benefit Information:**

- a. The Employer will provide medical, dental and vision insurance plan coverage for all eligible employees and their dependents.
- b. Employees may waive coverage under the group medical (including vision) insurance plan offered by the Employer if they are covered under another plan. Employees waiving medical (including vision) coverage will receive three hundred dollars (\$300) per month in lieu of Employer provided medical provided Federal and state laws allow. Employees electing to drop medical will be required to provide evidence of alternative coverage and cannot change this election until the annual open enrollment period. Because the AWC Benefit Trust requires a minimum participation rate of seventy-five percent (75%) of all eligible employees in the agency, once the 25% threshold is reached, the program will be closed, and future waiver slots that become available will be offered on a first-come, first served basis on a list maintained by the Employer and shared with the Union. If a married couple or domestic partnership couple is covered by the Employer insurance, neither may receive the opt-out provision by refusing the Employer's insurance.
- c. An employee may elect to cover his/her domestic partner of the Employer's group medical and or dental plan under the same terms and conditions as those applied to a legal spouse. The insurance plan provided will determine the verification documentation required for domestic partnership, spouse, and dependent enrollment.
- d. The Employer will not change the existing medical and vision insurance policies during the term of this Agreement unless by mutual agreement of the Employer and the Union. If an increase in total plan premium exceeds ten percent (10%) in any benefit year, the Employer and the Union agree to discuss selecting a less costly plan. If the parties are unable to agree on a plan for which the increase in the total plan premium does not exceed ten percent (10%), any increase over ten percent (10%) will be split equally between the Employer and each employee.
- e. Medical and Vision plan design is outlined per the AWC Benefit Trust and agreed to between the parties. For employees covered under this Agreement the agreed upon dental insurance will be provided under the IAM Benefit Trust and it shall be the Dental Plan 125. Employees will pay a monthly premium cost for dental insurance equal to 10% of the cost of the insurance.
- f. Employees will be offered the option of participating in a flexible spending account.

#### **2. Medical, Dental and Vision Insurance:**



- a. The Employer will pay the actual premium cost of medical, dental and vision insurance coverage for each participating employee, subject to an employee monthly premium cost share on a tiered rate basis, based on the employee's medical plan and coverage selection to the following:
  - i. Employees regularly scheduled thirty (30) hours or more per week will pay a ten percent (10%) premium cost share for all medical plans.
  - ii. The Vision Service Plan (VSP) or a comparable vision plan, will have a 0% premium cost share. The plans shall be:
    - Kaiser (Group Health) HMO, \$20 Copay/\$200 Deductible Plan
    - Regence, HealthFirst 250 Plan
    - Vision Service Plan (VSP), \$0 Copay Plan
    - Dental Plan 125 (IAM Benefit Trust)
- b. All premium cost sharing will be based on actual AWC rates, except as provided for IAM Dental Insurance coverage in Section A.1.e of this Article.

**B. Life Insurance:**

1. All represented employees shall be enrolled in the group life insurance plan unless coverage is specifically waived. The benefit amount will be equal to one times the insured's annual basic salary. The Employer shall contribute fifty percent (50%) of the cost of this premium for each employee on the plan.
2. The minimum group life insurance coverage shall be five thousand dollars (\$5,000). Whenever, as of January 1 and July 1 the insured's annual basic salary exceeds the amount of insurance in force, the insurance coverage for said insured shall be raised to the next highest thousand (\$1,000).
3. Employees may also purchase an optional supplemental group life insurance plan, the premiums for which shall be the sole responsibility of the participating employee.
4. The Employer may move to a new insurance carrier for Life Insurance, so long as coverage remains equal or better to that which is currently provided to bargaining unit employees.

- C. Assault Benefit:** The Employer shall pay a principal sum of fifty thousand dollars (\$50,000) to an eligible employee who is feloniously attacked in the course and scope of employment for injuries resulting in death, dismemberment or permanent total disability that prevents the employee from returning to the job of injury. This payment will be in addition to the benefits the employee might be entitled to under state workers' compensation laws. For employees claiming dismemberment or a permanent total disability, eligibility for the assault benefit will be determined by the method outlined in Article 9 of this Agreement.

- D. Long-Term Disability:** The Employer shall pay one hundred percent (100%) of the premium for long-term disability insurance for each eligible employee. The long-term disability plan shall have a minimum ninety (90) day waiting/elimination period. The benefit will be a percentage of an individual's monthly base wages up to the plan maximum and as defined by the plan. The Employer may move to a new insurance carrier for Long-Term Disability Insurance, so long as coverage remains equal or better

to that which is currently provided to bargaining unit employees.

- E. **457 Deferred Compensation:** After an employee completes their initial probationary period, the employer will match based on the table below. The match shall be based on years of agency service.

Employees with:	Shall receive up to:
Less than 10 years of service	4.25% of wages matching contribution per calendar year
10-14 years of service	5.25% of wages matching contribution per calendar year
15 – or more years of service	6.0% of wages matching contribution per calendar year

F. **On the Job Injury:**

1. Supplemental Benefit: An employee who is otherwise eligible for sick leave accumulations and who is injured on the job shall be paid to the extent of sixty (60) working days for and within one (1) calendar year following each new and separate injury in addition to, and prior to, the use of sick leave accumulations, and as a supplement to any minimum benefits due under the State Industrial Insurance Act, except as provided hereafter in this Section.
2. Eligibility: The employee's eligibility for this supplemental payment for time-loss compensation and the extent thereof will be based on the eligibility and minimum payments due as determined by the State Department of Labor and Industries (L&I) under the State Industrial Insurance Act. Such employee shall be paid a supplemental account by the Employer which when combined with the L&I minimum payment due will equal (a) ninety percent (90%) of the employee's normal wage for the first (30) days of eligible time-loss, and (b) eighty percent (80%) for the next thirty (30) days of eligible time-loss.
3. Limitations: Such payment shall be made to the extent of sixty (60) working days of eligible time-loss absence and for a period not to exceed one (1) calendar year after the date of injury according to the following schedule:
  - a. Charges shall be made against sick leave accruals, if any, for the date of injury and for the three (3) day waiting period as defined in the State Workers Compensation Act. If injury time loss exceeds seven (7) calendar days, then sick leave used during the three (3) day waiting period shall be returned and compensation computed as provided above.
  - b. After the payment and use of the sixty (60) working days, at the election of the employee, charges shall be made against sick leave accruals, if any, for further time loss due to the injury in order to bring the employee's compensation to the eighty percent (80%) level.
4. Survivor Dependent Medical Coverage. In the event of the death of an employee caused by workplace violence, surviving dependent(s) covered by the decedent's medical, dental and vision plan at the time of the employee's death shall continue to receive Employer medical coverage, via COBRA, with no charge in premium share for a period of six (6) months.

## **ARTICLE 15 -WAGES AND OVERTIME COMPENSATION**

### **A. Wages:**

1. Employees covered by this Agreement shall be compensated in accordance with the wage schedule specified in Appendix A of this agreement. The wage schedule shall reflect an adjustment to bases wages as follows:

January 2025	10%
January 2026	3%
January 2027	3%

2. Wages effective the first full pay period that includes January 1, 2025, contingent on the Union successfully ratifying no later than February 28, 2025.
3. Subsequent adjustments to base wage changes shall be made effective the pay period which includes January 1 of each year.
4. Employees hired after the ratification date of this agreement will begin at the first step in the assigned wage range and will move to the next step at the end of the probationary period, and annually thereafter. Eligibility for any step increase will require satisfactory employee performance as determined by the Public Safety Chief or designee.
5. If the Public Safety Chief, or designee, determines that an employee's performance is unsatisfactory, written notice of such unsatisfactory performance will be given to the employee and the Chief Administrative Officer, or designee, at least ten (10) business days prior to the effective date of the scheduled wage increase. The scheduled increase shall then be suspended until such time that the employee's performance has returned to a satisfactory level.
6. Leaves of absence without pay in excess of fifteen (15) calendar days, except for military leave or for Armed Forces pre-induction purposes, will not be included in computing time for an employee's scheduled annual increase.

### **B. Overtime**

1. The overtime rate of time and one-half the employee's regular base wage shall be paid for hours worked in excess of forty (40) hours in a workweek. Overtime work, whether as part of a single shift or by reason of call back, must be approved in advance by a supervisor. Leave without pay will not be considered time worked for the purposes of computing overtime hours.
2. Work performed by employees on their scheduled day off will be paid at time and one-half the regular base rate of pay when time worked in the workweek exceeds forty (40) hours. Leave without pay will not be considered time worked for the purposes of computing overtime hours.
3. Overtime or premium pay shall not be paid more than once for the same hours under any provision of this Agreement. Whenever two or more overtime or premium rates appear applicable to the same hours, there shall be no pyramiding or adding together of such overtime or premium rates, and only the higher of applicable rates shall apply.

**C. Multi-lingual Pay**

1. Effective January 1, 2025, employees in the Public Safety Officer and Lead Public Safety Officer jobs are eligible for multi-lingual pay.
  - a. Employees must successfully pass a test to be eligible.
  - b. The top seven (7) languages using the U.S. Census for Pierce County will determine which languages employees may test.
  - c. Those that have successfully passed the test will be paid \$250.00 per calendar year.
  - d. Payment will be made in the first full pay period of the calendar year.

**ARTICLE 16 – HOLIDAYS**

- A. The following are holidays for all regular and probationary employees of the Employer:
- New Year's Day (January 1st)
  - Martin Luther King, Jr.'s Birthday (3rd Monday of January)
  - President's Day (3rd Monday of February)
  - Memorial Day (Last Monday of May)
  - Juneteenth (June 19<sup>th</sup>)
  - Independence Day (July 4<sup>th</sup>)
  - Labor Day (1st Monday of September)
  - Veteran's Day (November 11<sup>th</sup>)
  - Thanksgiving Day (4th Thursday of November)
  - The day immediately following Thanksgiving Day
  - Christmas Day (December 25<sup>th</sup>)
- B. All employees shall have two (2) paid personal holidays per calendar year for which time off shall be mandatory; these days off to be mutually agreed to by both employee and employer. To be eligible for these holidays, employees must have been, or are scheduled to be, continuously employed by the Employer for more than four (4) months as a regular or probationary employee during the calendar year of entitlement.
- C. In addition, employees as specified above, shall be granted such additional holidays as may be determined by the Board of Commissioners from time to time by resolution.
- D. Employees shall receive pay for the holiday provided they are in a paid status for the full shift on both the regular scheduled work day immediately preceding the holiday and the regular scheduled work day immediately following the holiday.
- E. Holiday pay for full-time employees shall be paid for eight (8) hours at the employee's basic rate of pay, exclusive of premium or special pay. Part-time employees shall receive holiday pay equal to the average number of paid hours in the previous pay period divided by ten (10), with holiday pay being not less than four (4) hours nor more than eight (8). Holiday pay does not count towards hours worked for the purpose of calculating overtime.
- F. **Holiday Premium:** Employees covered by the Agreement who work on an actual holiday (not observed) as designated in this Article shall be paid an additional

premium of one-half the employee's regular rate of pay, exclusive of any other special or premium pay for hours actually worked in addition to holiday pay.

- G. Employees otherwise eligible for holiday pay who are scheduled to work on a holiday and unable to work because of illness or injury shall be paid only holiday pay. However, employees scheduled to work ten (10) hours on a holiday, who are unable to work due to an authorized purpose covered by Washington Paid Sick Leave (WPSL) as described in Article 18.C, may elect to supplement the holiday pay with two (2) hours of accrued WPSL.
- H. Employees who are scheduled to work ten (10) hours per day for four (4) days per week, who are not assigned to work on a designated holiday, shall choose from among the following options for the pay period containing the holiday. These options apply to work groups that are not required to revert to 5/8's (eight hours a day, five days a week).
  - 1. Use two (2) hours of vacation leave without pay; or
  - 2. Use two (2) hours of accumulated vacation leave.
- I. **Wellness Days:** Two (2) additional Wellness Days shall be loaded in the first full pay period of the calendar year. For an employee to be eligible, the following conditions have been met the prior year.
  - 1. Employee participated in a documented activity which counted toward the AWC Well City Award and,
  - 2. Employee participated in the annual Wellness Survey.

## **ARTICLE 17 - VACATION LEAVE**

### **A. Rate of Accrual of Vacation Leave:**

- 1. Regular or probationary full-time employees shall accrue vacation leave for each bi-weekly pay period in which they have been in a paid status a minimum of fifty-six (56) hours in accordance with the schedule in Section A.2 of this Article. Part-time employees shall accrue a pro-rated amount proportionate to the number of hours in a paid status not to exceed what a full-time employee would earn. Eligible employees who are on a leave of absence for active training duty or for inductive purposes with the Armed Forces of the United States shall accrue vacation.
- 2. Employees shall accrue vacation leave by reason of tenure. Increases in the accrual rate shall begin in January of the year in which periods of aggregate service are completed according to the schedule below:
  - a. At hire through December 31 in which year 4 is completed: 3.6924 hours each pay period
  - b. On January 1 of the year in which year 5 is completed: 4.6154 hours each pay period
  - c. On January 1 of the year in which year 9 is completed: 5.2308 hours each pay period
  - d. On January 1 of the year in which year 14 is completed: 6.1539 hours each pay period

- e. On January 1 of the year in which years 19 through 28 are completed:  
For each of these years an additional .3077 hour will be accrued per pay period.

**Example:** An employee hired in September 2011 will complete five (5) years in September 2016. On January 1, 2016 the vacation accrual rate will increase from 3.6924 to 4.6154 hours per pay period. The next increase in accruals will take effect on January 1, 2020.

3. New employees shall not be eligible for vacation leave until they have completed six (6) months of service but shall accrue vacation based on the above schedule beginning from the date of their appointment.
4. Vacation accrual balances shall not exceed an amount equal to two (2) years' accrual. In the event an employee is unable to use vacation prior to exceeding the two (2) year limitation because of continued illness due to job related disability, and provided the employee submits a written request to the Vice President of Administration or designee explaining the employee's circumstances, such unused vacation leave may be allowed to accumulate until the employee returns to work or is separated. Vacation leave in excess of two (2) years' accrual, if not taken within one hundred eighty (180) calendar days after the employee returns to work, shall be forfeited.

**B. Permissible Use of Vacation Accruals with Pay:**

1. Vacation leave may not be taken without prior managerial approval and may not be taken in the pay period in which it was earned. Vacation leave shall be scheduled so as to meet the operating requirements of the Employer and as far as practicable, the preferences of the employees.
2. Vacation leave shall be charged as actual time used.
3. Employees will not request or be authorized to take scheduled vacation if the leave balance is insufficient to cover the absence.

**C. Payment for Vacation:**

1. An employee, when terminating employment with the Employer, shall be compensated for vacation leave earned and accrued to the date of separation, provided that new employees who are terminated or who resign during their probationary period shall not be entitled to compensation.
2. Employees on a temporary assignment for more than thirty (30) days will have leave taken during the temporary assignment paid at the higher rate.
3. Payment for vacation immediately prior to leaving on an authorized vacation may be made at the request of the employee, provided the request is made at least ten (10) days prior to the vacation period and the authorized vacation is not for less than ten (10) working days. After such payment, the employee must take his/her vacation for the entire period for which payment was made.
4. Vacation pay shall be pay for a maximum of ten (10) hours per day at the employee's basic rate of pay, exclusive of special or premium pay.

**D. Vacation Sell-Back:** Employees may sell back to the Employer up to forty (40) hours of vacation a year provided the following:

1. Employee must have taken forty (40) hours of vacation within the current calendar year and have a minimum of eighty (80) hours of vacation balance remaining after

- the sale;
2. Employee must submit the appropriate form in November of each year for managerial approval;
  3. Requests must be submitted to the Human Resources Department no later than November 30th of the year. Payment will be issued no later than December 31st.

## **ARTICLE 18- SICK LEAVE, WITH AND WITHOUT PAY**

- A. **Introductory Statement:** Washington's paid sick leave law, Initiative 1433, took effect on January 1, 2018 and is published at RCW 49.46 and WAC 296-128. The law applies to all employees covered by this Agreement. To ensure compliance with the law, the Employer and Union agree to two separate sick leave accruals: (1) Washington Paid Sick Leave (WPSL), which is accrued and administered based on the minimum requirements of the law; and (2) Pierce Transit Sick Leave (PTSL), which is an additional leave benefit accrued and administered based on language from the Employer's policies and this Agreement. Accrued sick leave as of December 31, 2017 has been preserved as PTSL.

The Employer and Union recognize that employees have statutory rights to WPSL that may not be abridged by the Agreement or by the Employer's policies. Should any provision of this Agreement or the Employer's policies conflict with the law, then the minimum requirements of the law shall prevail. The specific details concerning the eligibility, accrual, authorized purposes, usage priority, separation rights, notice for use of WPSL, verification of WPSL usage, and other terms of WPSL and PTSL are governed by the Employer's policies, provided nothing in those policies shall conflict with any express language of this Agreement.

- B. **Eligibility for Sick Leave:** The following provisions, unless otherwise specified, apply to all regular and probationary employees:

**1. Accrual – Washington Paid Sick Leave (WPSL):**

- a. **All Employees:** All categories of employees, including full time, probationary and part-time employees accrue WPSL at the statutory rate of 0.025 hours for each hour worked, including overtime hours but excluding paid or unpaid leave. For example, an employee working eight (80) hours in a bi-weekly pay period accrues two (2) hours of WPSL for that pay period. There is no limitation on the amount of WPSL that may be accrued each calendar year.
  - b. WPSL earned shall be credited to an employee's accruals after the completion of each bi-weekly pay period and may not be used in the pay period earned.
2. **Carryover – Washington Paid Sick Leave (WPSL):** Regular and probationary employees may carryover a maximum of forty (40) hours of accrued WPSL from one calendar year to another. At the end of each calendar year, any accrued WPSL in excess of forty (40) hours will be converted to PTSL. For example, an employee who ends a calendar year with sixty (60) hours of accrued WPSL will have twenty (20) hours of WPSL converted to PTSL.

**3. Accrual – Pierce Transit Sick Leave (PTSL):**

- a. Regular and probationary full time employees shall accrue PTSL for each bi-weekly pay period in which they have a minimum of fifty-six (56) hours in a paid status. The PTSL accrual rate will vary dependent upon the amount of WPSL accrued during the same bi-weekly pay period. WPSL and PTSL, when combined together, will accrue at the total rate of 3.6924 hours for each bi-weekly pay period.

*Example #1:* In a bi-weekly pay period, a full-time employee works eighty (80) hours. The employee accrues two (2) hours of WPSL and 1.6924 hours of PTSL, for a combined total of 3.6924 hours.

*Example #2:* In a bi-weekly pay period, a full-time employee works sixty (60) hours. The employee accrues one and a half (1.5) hours of WPSL and 2.1924 hours of PTSL, for a combined total accrual of 3.6924 hours.

*Example #3:* In a bi-weekly pay period, a full-time employee takes two (2) full weeks of approved paid vacation and does not work any hours. The employee accrues zero (0) hours of WPSL and 3.6924 hours of PTSL.

- b. Eligible employees who are on a leave of absence for active duty training purposes with the Armed Forces of the U.S. shall accrue PTSL.
- c. PTSL earned shall be credited to an employee's accruals after the completion of each bi-weekly pay period and may not be used in the pay period earned.
- d. Part-time employees shall accrue 0.02115 hours of PTSL for each hour worked, including overtime but excluding any types of paid or unpaid leave, and 0.046155 hours for each hour of paid time off where the employee is not working. Part-time employees who have accrued ninety-six (96) hours of combined WPSL and PTSL during the calendar year will stop accruing PTSL for the remainder of the calendar year.

**C. Permissible Use of Paid Sick Leave:**

**1. Washington Paid Sick Leave (WPSL) may be used for the following authorized purposes:**

- a. An absence resulting from an employee's mental or physical illness, injury, or health condition; to accommodate an employee's need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or an employee's need for preventative medical care.
- b. An absence to allow an employee to provide care for a "family member" with a mental or physical illness, injury, or health condition; care of a family member who needs medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or care for a family member who needs preventative medical care. Solely for purposes of Article 18.C.1.b, "family member" shall mean a spouse, registered domestic partner, child<sup>1</sup>, parent<sup>2</sup>, grandchild, grandparent,

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<sup>1</sup> Child of the employee to include biological, adopted, foster, or step child, or a child to whom the employee stands in loco parentis, is a legal guardian, or is a de facto parent, regardless of age or dependency status.

<sup>2</sup> Parent of the employee or the employee's spouse or the employee's registered partner to include a biological,



and sibling.

- c. When the Employer has been closed by order of a public official for any health-related reason, or when an employee's child's school or place of care has been closed for any health-related reason.
- d. Any absence that qualifies for leave under Washington's Domestic Violence Leave Act, RCW 49.76.
- e. Bereavement leave as defined per Article 19 – Bereavement Leave.

**2. Pierce Transit Sick Leave (PTSL) may be used for the following purposes:**

- a. Injury or illness of employees to the extent it constitutes a hazard to the safety or health of themselves or other employees.
- b. Medical or dental care for the employee.
- c. Quarantine of employee by a medical provider or health official due to exposure to contagious disease.
- d. On-the-job injuries during the first three (3) days if not eligible for Worker's Compensation.
- e. Serious injury or illness to immediate family members to whom the employee is providing care. Solely for purposes of Article 18.C.2.e, "immediate family member" shall mean a spouse or registered domestic partner, a biological, adopted, foster or step-child under eighteen (18) years of age or a child or any age who is incapable of self-care because of a mental or physical disability, a biological, adoptive, foster or step-parent, a parent-in-law, a grandparent, or a grandparent-in-law.
- f. Bereavement leave as defined per Article 19 – Bereavement Leave.
- g. Serious injury or illness to those relatives dependent upon the employee, constituting an emergency or crisis, and requiring the attention of a physician subject to the requirements of subsection 18.E.7. hereinafter set forth.
- h. Pre-induction physical for service in the U.S. Armed Forces.
- i. Illness or disability due to pregnancy or conditions related thereto.
- j. Any qualifying use of accrued sick leave under statutory regulations, such as Family Medical Leave Act (FMLA), Military Family Leave Act (MFLA), Family Care Act (FCA), Domestic Violence Leave, Pregnancy Disability, etc.

**D. Requirements for Washington Paid Sick Leave (WPSL):**

All requirements relating to WPSL to include employee notification requirements for foreseeable and unforeseeable absences, medical verifications for absences exceeding three (3) consecutive days are as described in the Employer's policies.

**E. Requirements for Pierce Transit Sick Leave (PTSL):**

**1. Notice and Verification.**

- a. Employees should provide at least twenty-four (24) hours' notice to his/her supervisor of the need to miss work to attend pre-scheduled

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adoptive, de facto, foster, or step parent or a legal guardian or a person who stood in loco parentis when the employee was a minor child.

medical or dental appointments. Appointments so scheduled and requiring four (4) hours or less of absence will not count as a "sick leave occurrence" for disciplinary purposes. Written medical verification upon the approved form must be submitted to qualify for this exemption.

- b. Employees relieved from work in response to a family medical emergency of four (4) hours or less will not be charged with a sick leave occurrence. Family members shall be as defined in this Article 18.C.2.e. Written medical verification upon the approved form must be submitted to qualify for this exemption. Employees are limited to three (3) exemptions for such emergencies per calendar year.
2. PTSL shall be charged as actual time used.
  3. If unable to report for duty, employees must notify the supervisor no later than one (1) hour prior to the beginning of the assigned shift and provide a reason for the absence. Failure to call in at least one (1) hour prior to the scheduled report time constitutes a "late report."
  4. Employees must keep their supervisor informed of their condition if an absence exceeds four (4) working days in duration.
  5. For each absence an employee must submit upon the approved form an explanation of the reason for such absence. A statement by the attending physician is required if an absence caused by illness or injury to the employee extends beyond three (3) working days, or for each absence, if requested by the supervisor.
  6. Employee must permit home visits or medical examinations at the expense and convenience of the Employer. A Union representative shall be permitted to accompany the Employer on such home visits.
  7. PTSL shall be granted to an employee for a health condition suffered by a child under eighteen (18) years of age which requires treatment or supervision. In the event of any such absence, a statement by the attending physician attesting to the nature and seriousness of said injury or illness shall be required, if requested by the supervisor.  
  
Upon approval by the supervisor, a maximum of five (5) days of PTSL may be granted for a serious illness or injury suffered by a relative (other than a child under 18 years of age) who is dependent upon the employee. In the event of any such absence, a statement by the attending physician attesting to the nature and seriousness of said injury or illness shall be required, if requested by the supervisor.
  8. Employees on a temporary assignment for more than thirty (30) days will have leave taken during the temporary assignment paid at the higher rate.
  9. Employees separating employment with the Employer prior to the completion of the probationary period shall not be compensated for any accrued PTSL.

**F. Enforcement of Sick Leave Provisions (applicable to both WPSL and PTSL):**

1. Misrepresentation of any material facts in connection with the usage of sick leave (WPSL and/or PTSL) by any employee shall constitute grounds for

suspension or termination.

2. Sick leave (WPSL and/or PTSL) pay shall be withheld in the event of unauthorized use.

**G. Cash-Out of Sick Leave Accruals at Separation (applicable to both WPSL and PTSL):**

After completion of the probationary period, employees separating employment from the Employer shall be compensated for accrued sick leave as follows:

1. An employee separated from the Employer due to death or retirement for disability or length of service from the pension system shall be compensated to the extent of fifty percent (50%) of sick leave accruals, including both WPSL and PTSL, up to a maximum accrual of nine hundred sixty (960) hours. All accrued WPSL will be compensated first, followed by accrued PTSL, for a combined cash-out total of nine hundred sixty (960) hour maximum.  
*For example*, an employee who separates with forty (40) hours of WPSL and two thousand two hundred (2,200) hours of PTSL will be compensated for forty (40) hours of WPSL and nine hundred twenty (920) hours of PTSL, for a combined total of nine hundred sixty (960) hours cashed out. All WPSL will be cashed out at the employee's "normal hourly compensation", as that phrase is defined by Washington law. All PTSL will be cashed out at the employee's base rate of pay (without premiums or specialty pays).
2. A regular employee separated in good standing from the Employer for any reason other than death or retirement shall be compensated at twenty percent (20%) of sick leave accruals, including both WPSL and PTSL, up to a maximum accrual of nine hundred sixty (960) hours. All accrued WPSL will be compensated first, followed by accrued PTSL, for a combined cash out total of up to the nine hundred sixty (960) hour maximum. All WPSL will be cashed out at the employee's "normal hourly compensation", as that phrase is defined by Washington law. All PTSL will be cashed out at the employee's base rate of pay (without premiums or specialty pays).

**H. Reinstatement of Sick Leave Upon Rehire:**

1. An employee separated from the Employer due to layoff may, if reinstated within a two (2) year period, have sick leave (both WPSL and PTSL) accruals restored upon repayment to the Employer of the twenty percent (20%) payment as herein provided.
2. An employee who is rehired by the Employer within twelve (12) months of separation may have WPSL restoration rights, as required by Washington law and described in the Employer's Sick Leave policy.

**I. Leave of Absence Without Pay:**

Upon application by a regular employee, a leave of absence without pay may be granted by the Chief Administrative Officer, or designee, for the entire period of disability because of sickness or injury. The application will include medical documentation supporting the need for the leave and the date the employee will be or is expected to be able to return to work. Any request for an extension of the leave of

absence beyond the original return to work date must be substantiated by specific information from the attending physician or from a designated physician as to the underlying facts and circumstances that prevent the employee from returning to duty. In event of a failure or refusal to supply such a document or if the document does not clearly show sufficient disability to preclude an employee from the performance of his/her duties, the Chief Administrative Officer, or designee, may cancel such leave of absence and require the employee to report for duty on a specified date. In the event the employee is unable to return to work and perform the regular duties of his/her classification, with or without a reasonable accommodation, the Employer may proceed with a no-fault medical separation from employment.

## **ARTICLE 19 - BEREAVEMENT LEAVE**

- A. All regular and probationary employees are eligible to take bereavement leave for the death or funeral of a spouse or domestic partner, parent, step-parent, parent-in-law, foster parent, brother, brother-in-law, sister, sister-in-law, child, step child, foster child, grandparent, grandchild, son-in-law, daughter-in-law, aunt or uncle of the employee. Pay is subject to the requirements of subsection B of this Article.
- B. Upon approval by the supervisor, a maximum of five (5) days sick leave may be granted for the death of an individual in a category of relationship set forth in Subsection A of this Article.
- C. **Enforcement of Bereavement Leave Provisions:**
  - 1. Misrepresentation of any material facts in connection with the usage of leave for bereavement purposes by any employee shall constitute grounds for suspension or termination.
  - 2. Paid leave pay shall be withheld in the event of unauthorized use.

## **ARTICLE 20 – WASHINGTON PAID FAMILY MEDICAL LEAVE**

RCW 50A.04 provides a Paid Family Medical Leave (PFML) benefit to workers in Washington state. To fund this benefit the tax rate will be used to calculate the amount of the employee's wage earnings to be deducted via a payroll tax. The tax rate may be adjusted as authorized by RCW 50A.04.115. Pierce Transit will contribute the amount which employers are required to contribute towards the employee medical leave portion of the premiums. A maximum limit on the amount of employee wages subject to taxation will be set by the commissioner annually.

The parties agree that Pierce Transit will collect the employees' portion of premiums and surcharges and remit them to the state as required by statute, and the employees agree to allow such deductions.

## **ARTICLE 21 - JURY DUTY AND COURT APPEARANCES**

- A. Jury Duty:** Employees who lose time from an assigned schedule of work because of jury duty service shall be paid for such time lost at their basic hourly rate; jury duty fees shall be offset against such pay. As soon as practicable, employees shall furnish the Employer a written statement from the court, on a form approved by the Employer, showing the days of jury duty and the amount of jury duty pay they were eligible to receive for each day.
1. Employees with shifts ending prior to 5:00 p.m. will be required to report to work when three (3) or more hours of the regularly scheduled shift remain after release by the court.
  2. Employees with shifts beginning after 2:00 p.m. who are required to be present at court for four (4) or more hours will be excused from duty on that day and will be paid as provided in Section A. above.
- B. Court Appearance:**
1. An employee required to testify in court or before an administrative agency during off duty hours for matters directly arising out of his/her duties on behalf of the Employer shall be paid a minimum of two (2) hours at the basic hourly rate. Where such attendance is an extension of the end of the regularly scheduled shift this minimum shall not apply. Court minimum shall be paid unless the court appearance cancellation information is available to the employee by 5:00 p.m. the day before a required appearance.
  2. Telephonic Testimony: Subject to the provisions in B.1 of this Article, an employee shall be paid a minimum of one (1) hour at his/her basic hourly rate of pay when allowed to provide testimony via telephone in lieu of a live courtroom appearance.
- C. Employees shall not be eligible for paid court appearances when:**
1. Subpoenaed to serve as a witness or called to make a deposition in a case in which Pierce Transit is a defendant if the employee is a plaintiff in the case.
  2. Service is not directly related to the business of the agency.

## **ARTICLE 22 - OTHER STANDARD WORKING CONDITIONS**

- A. Bus Passes:** All current and retired employees of the Employer and one family member are eligible for transit passes from the Employer. ORCA cards are issued for the exclusive use of active employees.
- B. Payday:** Payday shall be every other Friday.
- C. Safety Standards:** The Employer and the Union mutually agree that there shall be compliance with legally binding safety standards as outlined in applicable federal and state regulations, and any other Pierce Transit Safety Policies.
- D. Retirement System Coverage:** Bargaining unit employees shall be members of the Public Employees Retirement System (PERS) except that individuals previously employed by the City of Tacoma will be reenrolled in the City's retirement plan.

- E. **Mileage:** Bargaining unit employees required to use their own private vehicles on the job shall be reimbursed at the prevailing IRS rate.

## **ARTICLE 23 -WORKING CONDITIONS**

- A. **Workweek:** Forty (40) hours will constitute a workweek. This period will normally consist of five (5) eight (8) hour days with two (2) consecutive days off. The Employer reserves the right to adopt a workweek consisting of four (4) ten (10) hour days (4/10's) with three (3) consecutive days off. If a 4/10 schedule is implemented, provisions of this Agreement relative to eight (8) hour days shall be converted to a ten (10) hour application. Note: For those employees on a 4/10 schedule, reference Article 16 – Holidays, Subsections H and I.; Article 17 – Vacation, Subsection C.4.; and Article 18 – Sick Leave, Subsections D and E.2 for how to make appropriate adjustments when holidays or leave fall or are taken within the workweek.  
Hours of Work: Schedules will be developed, by November 30, on an annual basis and bid per the work assignments section.
- B. **Assignment of Overtime:** The most cost-effective, productive solutions will be considered in assigning overtime.
1. Voluntary overtime with seventy-two (72) or more hours of advanced notice will be assigned to the most senior employee who volunteers so long as it occurs within a reasonable time period. On the overtime posting, management will provide employees with a reasonable period by which to volunteer for the overtime assignment and will specify a date and time by which the overtime assignment will be made.  
Voluntary overtime with less than seventy-two (72) hours of advanced notice will be assigned on a first come, first served basis.  
Employees working voluntary overtime must maintain a minimum of eight (8) hours between one work day to the next work day. The Employer may mandate overtime if employees do not volunteer. Assignments will be made in reverse order of seniority. If no employees have volunteered at least twenty-four (24) hours in advance, or if the notice is given with less than twenty-four (24) hours notice, Section C will be enforced.
- C. **Rotating Mandatory Overtime Lists:** To ensure an equitable distribution of mandatory overtime assignments, a rotating overtime list shall be established and maintained.
1. **Initial Listing:** Employees shall be listed in their shift's mandatory overtime list in order of inverse seniority, with the least senior employee at the top of the list and the most senior employee at the bottom.
  2. **New Employees:** Once an employee completes field training, they will be added to the top of the list.
  3. **Assignment of Overtime:**

- a. When mandatory overtime is necessary, the employee at the top of the list, currently on shift, will be mandated to stay after their shift to cover part or all, of the overtime for the adjacent shift. After an employee has been assigned mandatory overtime, their name will be moved to the bottom of the list. Employees currently working voluntary overtime, will not be mandated.
  - b. Employees who have been assigned but are unavailable for mandatory overtime must use their accrued leave to cover the overtime assignment. Leave will be used in the following order, sick leave, vacation, personal holiday. If an employee does not have sufficient leave, it will be considered an unexcused absence.
  - c. Once per shift bid, an employee may waive a mandatory overtime assignment without using leave accruals.
  - d. If all mandated employees utilize their waiver or leave, management may fill the vacancy with any other means.
  - e. If an employee is unavailable or excused from mandatory overtime, their name shall remain at the top of the list until they are available.
- 4. **Notification:** Employees shall be notified of their overtime assignments as early as possible.
- 5. In situations that the Employer deems emergent, such as weather-related conditions, accidents, or security incidents, the Employer will assign overtime to the employee(s) possessing the skills and abilities necessary to effectively and efficiently address the issue.
- D. **Minimum Time Credit:** Employees shall receive a minimum of two (2) hours work each time they are required to report for work, except when attending committee or administrative meetings on a voluntary basis. In these instances, the minimum shall be one (1) hour.
- E. **Call Back:** A minimum of two (2) hours shall be paid for reason of call back when required to report for work in excess of the employee's established workday or workweek.
- F. **Training Pay:**
  - 1. Employees assigned to train Public Safety Officers shall be paid an additional two dollars (\$2.00) per hour for actual training hours worked when working in such an assignment, time shall be paid to the nearest quarter hour.
  - 2. Field Training Officers shall be paid an additional three dollars (\$3.00) per hour for actual hours worked when working in such an assignment, time shall be paid to the nearest quarter hour. The Chief will determine which Public Safety Officers will be designated as a Field Training Officer. There shall be no pyramiding of training pay.
- G. **Acting Pay:** Employees temporarily assigned by the Chief to assume the full scope of duties of a non-represented position for a term that exceeds 15 calendar days will receive a higher rate of pay for the duration of the assignment. The employee will be placed on the step of the appropriate salary grade that most closely approximates a 5% increase over base wage excluding overtime and all other premium pays.

H. **Work Assignments:**

1. Shift bidding for regular employees shall occur three times a year during the second week of January, May and September as follows:
  - a. The new schedule shall be posted at least five (5) working days prior to signing.
  - b. In order of classification seniority, employees will select an assignment.
  - c. Probationary employees will not participate in the bidding process and will be required to rotate their shift assignments per departmental needs and/or training objectives. Once the new employee has passed probation, he/she will be placed into a shift slot available from the most recent shift bidding process or a shift that has been vacated.
2. **Mini Shake-up:** In the event one (1) or more existing shifts become vacant and is necessary to fill, is deleted, and more than forty-five (45) calendar days remain prior to master shake-up, the vacancy will be offered to all Public Safety Officers and the most senior who is interested will be assigned. If the vacant shift is from the least senior employee leaving, or if the mini-shakeup results in insufficient staffing at a particular time, management may assign the least senior employee(s) to a shift, based on operational need, for the duration of the shakeup.
3. **Shift Trading:** To provide some relief for employees working the graveyard shift, with management approval, a voluntary shift trade is allowed between a graveyard shift employee with either a day shift or swing shift employee so long as the voluntary shift trade does not incur overtime for either employee. The voluntary shift trade shall be for a consecutive period not to exceed one (1) month and shall be limited to no more than one (1) voluntary shift trade per bid cycle. Voluntary shift trades between day shift and swing shift employees are not allowed.
4. The Employer reserves the right to assign employees and/or modify work schedules to meet the reasonable operating requirements of the department.

I. **Shift Differential Pay:**

1. Employees are eligible for shift differential when they bid to a swing or graveyard shift:
  - a. Employees will receive shift differential for all hours paid based on the shift that they bid. Any temporary shift trades or overtime worked during a shift different than what an employee bid, will not result in the removal or addition of shift differential for those hours paid.
  - b. An employee who completes probation prior to the next scheduled bid, will receive the shift differential associated with the shift they are assigned at the completion of probation.
  - c. Shift differential pay will be applied to the following shifts:
    - 1) Swing shift – \$1.50
    - 2) Graveyard shift – \$3.00
  - d. For purposes of applying shift differential, shifts will be identified as swing or graveyard during the shakeup process.
    - 1) Swing Shift: between 2:00pm (1400) and midnight (2400)
    - 2) Graveyard shift: between 9:00pm (2100) and 7:00am (0700)



- 3) Employees will receive the shift pay where the majority of their bid lands. For example, if an employee bids for a shift that begins at 1:00pm, they will receive the swing shift differential pay for the entire shift and all hours paid.
  - 4) Employees who bid a shift that has an equal number of hours in one shift and another shift will receive the shift differential associated with the earlier shift. For example, if an employee bids a shift that begins at 7:00pm, they will receive the swing shift differential.
- J. **Meal Periods:** Pursuant to RCW 49.12.187, as amended by SSB 6054, Laws of 2003 c. 401, laws of 2003, the Employer and Union agree to meal periods that vary from and supersede the rules and policies adopted by the Department of Labor and Industries in WAC 296-126-092 under the Industrial Welfare Act with respect to meal periods. Employees working a straight shift of up to ten (10) hours are permitted to eat intermittently during their shift as duty requirements allow. The work schedule will not require an unpaid meal break as part of the assigned shift; such employees are not entitled to relief from duty while they eat.
- K. **Work Apparel and Equipment:** The Employer shall supply employees with uniforms and/or personal protective equipment on the basis of need. Only items authorized and issued by the Employer may be used while on duty. If the nature of the assignment shortens the expected useful life, replacements shall be issued more frequently on a case-by-case basis. Employer supplied clothing, equipment and materials shall remain the property of the agency; upon separation of employment an employee shall return all such items unless otherwise approved by the Public Safety Chief.
- L. **Footwear:** The Employer will reimburse each employee via receipt and reimbursement for the purchase of appropriate, approved footwear to a maximum of two hundred dollars (\$200) every calendar year.
- M. **Notification Requirements:** Employees are required to report all arrests, criminal citations, and any court-imposed sanctions or conditions that may affect their fitness for duty to the supervisor or designee within twenty-four (24) hours or prior to their scheduled work shift, whichever occurs first.
- N. **Drug and Alcohol Testing:** The Employer is committed to promoting high standards of employee health, safety and conduct. In order to ensure the integrity of the department and preserve public trust and confidence, employees may be screened or tested to determine the presence of alcohol and/or controlled substances. This shall include random testing, as well as reasonable suspicion testing. The Employer will follow the applicable policies and procedures established in the Pierce Transit Drug and Alcohol Policy and Procedure Manual in administering this program.
- O. **Direct Deposit:** Payday shall be every other Friday. Pay will be made by direct deposit or cash debit card only.

## **ARTICLE 24 - SAVING CLAUSE**

Should any part hereof or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by any decree of a court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions thereof, and the remaining parts or portions thereof shall remain in full force and effect. Both parties agree to immediately attempt to renegotiate such invalidations to a form acceptable to both parties.

## **ARTICLE 25 - ENTIRE AGREEMENT**

- A. The Agreement expressed herein in writing constitutes the entire agreement between the parties and no express or implied statement or previously written or oral statements shall add to or supersede any of its provisions.
- B. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter appropriate for collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waive the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement. All terms and conditions of employment not covered by this Agreement shall continue to be subject to the Employer's direction and control.

## **ARTICLE 26 - DURATION**

**Term of Agreement:** This Agreement shall remain in full force and effect from January 1, 2025 through December 31, 2027 provided, however, that this Agreement shall be subject to such change or modification as may be mutually agreed upon by the parties hereto. It is the intent of the parties to this Agreement that negotiations for change or modification shall begin at least ninety (90) days, and in no event later than sixty (60) days, prior to the termination of this Agreement.

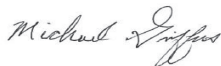
**COLLECTIVE BARGAINING AGREEMENT**  
**BY AND BETWEEN THE**  
**PIERCE COUNTY PUBLIC TRANSPORTATION**  
**BENEFIT AREA AUTHORITY CORPORATION**  
**AND THE**  
**INTERNATIONAL ASSOCIATION OF MACHINISTS**  
**AND AEROSPACE WORKERS**  
**AFL-CIO, DISTRICT LODGE 160, LOCAL LODGE 297**

Signed this 13th day of March 2025.


FOR THE PIERCE COUNTY PUBLIC TRANSPORTATION BENEFIT AREA  
AUTHORITY CORPORATION:



\_\_\_\_\_  
Board of Commissioners, Chairperson



\_\_\_\_\_  
Mike Griffus, Chief Executive Officer



\_\_\_\_\_  
Deanne Jacobson, Clerk to the Board

FOR THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE  
WORKERS:



\_\_\_\_\_  
Zachary W. Collins, Business Representative, I.A.M District 160

## **APPENDIX A - WAGES**

Job Code	Classification Title	Effective Date	Step 1	Step 2	Step 3
1359	Public Safety Officer	1/1/2025	31.63	33.83	37.95
		1/1/2026	32.58	34.84	39.09
		1/1/2027	33.56	35.89	40.26

## **LIST OF MOAs/MOUs**

Any MOAs/MOUs not listed here at the time of ratification are considered expired and no longer valid. Additional MOAs/MOUs may be developed through the term of the agreement by mutual agreement by both parties.