

MEMORANDUM OF AGREEMENT (MOA)
BETWEEN THE
KING COUNTY DEPARTMENT OF TRANSPORTATION (“Metro”)
AND THE
AMALGAMATED TRANSIT UNION, LOCAL 587

SUBJECT: Part-Time Operator Benefits Eligibility

King County and Amalgamated Transit Union, Local 587, have agreed to the following standards of eligibility for benefits for part-time operators.

A. Part Time Operators (“PTOs”) ineligible for fully-paid medical benefits will be eligible for the following benefits:

- County subsidized employee-only medical coverage, as defined in Article 12, Section 2 of the Labor Agreement;
- If the PTO enrolls in medical coverage, the employee will also receive County fully-paid basic life (\$25,000), AD&D (\$25,000) and LTD coverages. He/she will be eligible to purchase enhanced life insurance, AD&D and/or LTD coverages.

B. New Plan Term Eligibility (January 1, 2010 – December 31, 2012)

1. If a PTO picks 4:00 or more hours of work in August 2009, s/he will be eligible for benefits from October 1, 2009 through December 31, 2012. If a PTO picks 4:00 or more hours of work in any subsequent pick through 2012, s/he will receive full benefits beginning the first day of the month after s/he starts the 4:00 or more hours of work through December 31, 2012.
2. Alternatively, if a PTO receives 1,019 paid hours or more in the 26 pay periods ending with the pay period that includes either July 31, 2009 or July 31, 2010 or July 31, 2011,

s/he will be eligible for fully-paid benefits effective the following January 1 through December 31, 2012.

3. All PTOs with 10 or more years of part-time seniority as of December 31, 2006, and who are eligible for full benefits shall remain eligible for full benefits through December 31, 2012.

C. Other Agreements

1. Benefit eligibility for 2013 will be determined in the same manner as the benefit plan term 2010-2012, unless modified through negotiations.
2. For the purposes of this agreement, a move-up is not considered to be a pick. In other words, a change in hours due to a move-up will not qualify an employee for fully-paid benefits.
3. Per previous policy, average pay time will be used to determine whether an assignment is 4:00 or more. Some assignments have significant adds or deletes scheduled during the shake-up. In these cases, the assignment will be designated an average pay-time for the shake-up. If the average pay time is different than the picked time, the average pay time will be noted on the pick postings.
4. Also per previous policy, Metro will record all hours paid during the review period in order to determine the 1019 hour threshold. Paid hours include hours worked and paid time off as a PTO.
 - No credit is given for hours paid as a PTO Trainee.
 - If the PTO is detailed out of classification during the review period, the hours paid in the out-of-class position will be included.
 - PTOs will receive credit for their picked assignment for the first 30 days of unpaid Union Leave Accrual.
 - Cash outs and premium pay are not included.

- No credit is given for job-injury time-loss.
5. Nothing in this Agreement alters the regular rules determining eligibility for benefits while on approved leaves of absence.
 6. The Union will sign the Joint Labor Management Insurance Committee MOA.

For Amalgamated Transit Union, Local 587:

Lance Norton
President/Business Agent

Date

For King County Metro Transit:

Laird Cusack
Supervisor, Transit Employee Relations

Date

For King County:

David S. Levin
Labor Negotiator
Human Resources Division
Department of Executive Services

Date