

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

SUBJECT: Benefits Eligibility for Part-Time Transit Information Planners, Assigned Customer Information Specialists and Assigned Pass Sales Representatives

King County and Amalgamated Transit Union, Local 587, have agreed to the following standards of eligibility for benefits for part-time Transit Information Planners, Assigned Customer Information Specialists and Assigned Pass Sales Representatives, hereinafter “Covered Employees.” Covered Employees have received their medical benefits under Article 12, Section 2 of the Collective Bargaining Agreement and will hereafter receive their benefits by way of this Memorandum of Agreement.

A. Covered Employees ineligible for fully-paid medical benefits are eligible for the following benefits:

- County subsidized employee-only medical coverage, as defined in Article 12, Section 2 of the Labor Agreement;
- County subsidized employee-only dental and vision coverage, as defined in Article 12, Section 4 of the Labor Agreement;
- Employee-paid dependent medical, dental and vision coverage, as defined in Article 12, Sections 2 and 4;
- If a Covered Employee enrolls in medical coverage for self and/or family member, the employee will also receive County fully-paid basic life (\$25,000), AD&D (\$25,000) and LTD coverages. S/he 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 Covered Employee is placed in a 20-hour/week guaranteed position, s/he will be eligible for benefits beginning the first day of the month after s/he begins working the 20-hour/week guaranteed position through December 31, 2012.
2. If a Covered Employee 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. If a Covered Employee receives 40 paid hours or more for six consecutive pay periods, s/he will be eligible for fully-paid benefits effective on the first of the month following the sixth consecutive qualifying pay period and would extend through December 31, 2012.
4. Any Covered Employee with 10 or more years of seniority as of December 31, 2006, in a covered position and who is 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. Per previous policy, Metro will record all hours paid during the review period in order to determine the hours-worked threshold. Paid hours include hours worked and paid time off as a Covered Employee.
 - No credit is given for hours paid as a Covered Employee Trainee.
 - If the Covered Employee is detailed out of classification during the review period, the hours paid in the out-of-class position will be included.

- Covered Employees with regular assignments will receive credit for their regular assignment for the first 30 days of unpaid Union Leave Accrual.
 - On-Call Employees without regular assignments will receive credit for the first 30 days of unpaid Union Leave based on their average hours worked per day during the previous two pay periods. The average is computed as: (total hours worked in the pay period)/(10 work days per pay period) = average hours worked per workday.
 - Cash outs and premium pay are not included.
 - No credit is given for job-injury time-loss.
3. Nothing in this Agreement alters the regular rules determining eligibility for benefits while on approved leaves of absence.

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