



KC Coalition Members --

We have some exciting news! Today, after nine months of challenging negotiations, our King County Coalition of Unions reached a fully-recommended tentative agreement with the County over a Master Labor Agreement (MLA).

From the outset, our goal in MLA bargaining was to solidify the strongest language from the myriad of County contracts into one unifying agreement. Despite many difficult moments, we were able to partner with the County to successfully achieve that goal.

The MLA, if ratified by your bargaining unit, will determine many of the terms and conditions of your employment at the County. There are 40 articles that cover topics such as union recognition, union bulletin board usage, safety gear, safety allowances, after-hours support, holidays, vacation leave, bereavement leave, parental leave, jury duty, reclassification, and many others.

In nearly all cases, we were able to achieve the best language that currently exists in the many union contracts across the County and incorporate it into the agreement. As a result, the MLA will mean significant improvements to the contracts of Coalition bargaining units.

A fully-recommended MLA represents another critical step in the bargaining process that started with Total Comp negotiations last year. The next step is for us to return to our small table negotiations. Once those negotiations are complete, Coalition members in their individual bargaining units will have an opportunity to vote on their small table agreements and the MLA.

As we complete our small table (individual contract) negotiations, your specific contract/bargaining units should continue to update you on their progress. We will inform the entire Coalition when we have a complete deal.

Thank you to the outstanding work of our Coalition bargaining committee. Our team did an extraordinary job navigating the challenging issues that arose at the bargaining table. Thank you also to the County for listening to the concerns of union members and being a willing partner in these negotiations.

If you have questions, please reach out to your bargaining committee member or talk to your union representative (Amanda Montoya, Amanda@opeiu8.org). Thank you for your service to the residents of King County.