

**MEMORANDUM OF AGREEMENT**  
**BY AND BETWEEN**  
**KING COUNTY DEPARTMENT OF TRANSPORTATION (“METRO”)**  
**AND**  
**AMALGAMATED TRANSIT UNION, LOCAL 587 (“UNION”)**

**Subject: New contract terms for Article 11, Section 1 (Sick Leave)**

**Agreement**

1. METRO and the UNION have been negotiating the sick leave article of the 2004-2007 labor agreement pursuant to Paragraph 6(A) of a Statement of Intent that was entered into on June 23, 2004, as an unresolved bargaining topic of 2004 contract negotiations. METRO and the UNION hereby conclude the sick leave negotiations that have been conducted under the Statement of Intent.
2. Upon execution of this Agreement, METRO and the UNION will jointly request a cancellation of the interest arbitration on this matter, which is pending before Arbitrator Janet Gaunt. The parties shall jointly notify the Washington State Public Employment Commission of the resolution of bargaining and shall request that the agency close PERC case 20499-I-06-0472.
3. Effective July 1, 2007, the new contract terms below shall replace in full the current contract language in Article 11, Section 1 of the collective bargaining agreement between METRO and the UNION.
4. METRO and the UNION hereby tentatively agree to the following new contract terms for Article 11, Section 1 for the collective bargaining agreement that shall replace the current collective bargaining agreement upon its expiration on October 31, 2007.

**New Contract Terms**

**ARTICLE 11: SICK LEAVE**

***SECTION 1 – PROCEDURES***

- A. A regular Employee who is off work due to one of the following reasons shall be eligible for sick leave:
1. The Employee’s bona fide illness or non-occupational injury.

2. Supplemental payment for an occupational injury when payments, as specified in Article 12, Section 9, are exhausted.
  3. A part-time Employee's occupational injury for up to three (3) calendar days immediately following the injury.
  4. To care for the Employee's child if the following conditions are met:
    - a. The child is under the age of eighteen (18).
    - b. The Employee or the Employee's spouse/domestic partner is the natural parent, stepparent, adoptive parent, legal guardian, foster parent, or other person having custody/legal control of the child.
    - c. The Employee's child has a health condition requiring the Employee's personal supervision during the hours of his/her absence from work.
    - d. The Employee actually attends to the child's care during the absence from work.
  5. The care of an Employee's adult family member whose health condition requires the Employee's personal supervision during his/her absence from work.
  6. The Employee's personal appointment with a licensed health care provider.
- B.** Absences for sick leave must be reported at least thirty (30) minutes before the Employee is scheduled to report. An absence reported less than thirty (30) minutes before an Employee is scheduled to report will be considered unexcused and will not be changed to an excused absence unless such Employee can submit verification from a licensed practitioner that he/she or his/her child received medical treatment and the Employee was unable to report the absence as required. Payment will be made only when the Employee, child, or qualifying family member is sick.
- C.** The ability to work regularly is a requirement of continued employment.
- D.** Each Employee who uses paid sick leave, or who takes other time off for a reason permitted by Paragraph A, must sign a sick leave certification form. The form confirms that the Employee's absence is for a reason permitted by paragraph A, and that the Employee understands use of sick leave in a manner inconsistent with paragraph A constitutes a falsification of a sick report, which is a major infraction per Article 4, Section 3. A certification will be turned in within five (5) calendar days of the day the Employee returns to work. An Employee who refuses to sign or provide the certification shall receive an unexcused absence for each day or partial day of absence for which there is no signed certification.

