

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

**Subject: Regular Lead Employees Pilot Project (Article 18, Section 6)**

**Background:**

1. The parties have agreed to maintain current contract language in Article 18, Section 6 of their collective bargaining agreement concerning Designated Leads.
2. As a pilot project, the parties wish to create a new system of Regular Lead Employees by replacing and combining the Regular Lead language in the contract under various sections of Article 18. This pilot project for Regular Lead Employees will operate in conjunction with the existing language in Section 6 for Designated Leads.

**Duration of Pilot Project:**

1. The parties agree that the contract language in Article 18, Section 6, shall be expanded, per the terms below, as a pilot project for a term of one year, commencing with the execution of this Memorandum of Agreement.
2. At the expiration of the pilot project year, the pilot project will end and the current contract language will resume, unless this Memorandum of Agreement is extended or the parties negotiate an alternative to the pilot project.

**Pilot Project Agreement:**

**SECTION 6 – REGULAR AND DESIGNATED LEAD EMPLOYEES**

**[Current language for Designated Leads remains in effect. The following Regular Lead language is added as a new subsection of Section 6 and works in conjunction with the Designated Lead language]**

**A.** When a permanent vacancy occurs within a Regular Lead classification, the position will be filled by a recruitment from Employees in the classification being led having a minimum of two (2) years experience in that classification at METRO.

**B.** Regular Lead Employees shall be selected on the basis of ability, training, education, experience, and job performance as determined by METRO with UNION input, through appropriate testing procedures and/or evaluations.

**C.** Each Regular Lead Employee in the Facilities Maintenance Section shall receive a ten percent (10%) differential above the top step of the highest wage rate of classification(s) for which he/she serves as a Regular Lead.

**D.** Regular Lead workers have the responsibility of coordinating the work of the Employees to whom they are assigned to provide lead direction. Regular Lead workers assign job tasks and direct Employees' efforts to ensure that work gets done effectively while treating all Employees with respect and in a fair and consistent manner. A Regular Lead will be considered a working Lead. In addition to his/her Regular Lead duties, a Regular Lead shall continue to perform the regular work of the classification from which he/she was originally recruited.

**E.** No Regular Lead Employee will discipline other Employees or perform formal Employee evaluations.

**F.** For Overtime and Holiday work assignments: When performing the regular work of the classification that he/she is leading, the Regular Lead of that specific classification will be offered the assignment (by area of responsibility, by shift, and then by seniority) only after Employees in that classification have been asked first.

**G.** The Shelter Refurb Crew will be assigned a Regular Lead. The Regular Lead will be recruited from the journey-level trades (currently Carpenter and Maintenance Constructor) of this work group. He/she will act as Lead only for employees assigned to the Shelter Refurb Crew. Should the Shelter Refurb Program terminate, the Regular Lead will revert back to their original classification and seniority.

**APPROVED** this \_\_\_\_\_ day of \_\_\_\_\_, 2007

By:

\_\_\_\_\_  
King County Executive

AMALGAMATED TRANSIT UNION  
LOCAL 587

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Lance F. Norton  
President/Business Agent