



King County

PROJECT OPPORTUNITY

OBS (On Board Systems) Project Team DEPARTMENT OF TRANSPORTATION METRO TRANSIT DIVISION / VEHICLE MAINTENANCE SECTION

Posting Open – April 18, 2011

Posting Closes – May 2, 2011

Project Opportunity Description: This recruitment will create employee teams that will perform the installation of OBS hardware at our Vehicle Maintenance Bases, after an initial short training period. Team members may leave/join the project at shakeups when installation activity moves between base locations. An OBS pool will be created that may be used to fill short or long-term or permanent vacancies on the teams throughout the duration of the OBS Project. Following initial selection of teams, employees selected from the pool to fill team vacancies will be selected by seniority. More details about the Project will be found in the attached Memorandum of Understanding with Local 587.

Project Length: It is anticipated that the team activity will begin in early June and will be finished hopefully by the September, 2012 shakeup, but no later than December 31, 2012.

Eligible Employees: The teams will include Mechanics, Sheet Metal Workers and Electronic Technicians (in addition to Radio Technicians that will be assigned by a different process). The team positions are open to all career service and probationary Mechanics, Sheet Metal Workers and Electronic Technicians. (Project Temps should not apply – they will be assigned if there are not enough qualified career service and probationary employees who apply.)

Team Duties: The work is basically mechanical installation of wiring and components in coaches.

Required and Desired Qualifications: A good record of attendance and performance and ability to work well in a team environment are required. Electrical experience is a plus. Employees' attendance and work records will be reviewed as described below.

Work Locations and Schedules: The teams will be assigned eventually to each base. Work is currently proceeding at South Base and CSC. Assignment may be to any of the Vehicle Maintenance base locations. Positions in this classification work 40 hours per week and are overtime eligible. Assignments may be for any shift and shifts may include weekend days. See the attached MOU for details.

How to Apply: Please submit a letter of interest to Bruce Dahl at Fleet Engineering **by 4:00 P.M. on May 2, 2011**. You may apply by any of the following methods:

- By interoffice mail to SAT-TR-0100,
- By email to bruce.dahl@kingcounty.gov,
- By hand-delivery to Fleet Engineering at the Metro Transit Training Center Building A.

Your letter of interest should include the following:

- Your name, job title, current work location and shift
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- Your employment history at Metro and related other work experience, including the type of mechanical, electrical and sheet-metal work you have performed.

PLEASE NOTE: Applications not received at the location specified above may not be processed. All written correspondence will be sent to the applicants current work location.

SELECTION PROCESS: There are three (3) parts to the process.

Part I: A record review will be completed based upon the work record calculations criteria described in this announcement. If you pass the record review, you will proceed to the next part of the recruitment process.

Part II: The most competitive candidates may be invited to participate in a panel interview.

Part III: Transit management will make the final selection of candidate(s) for the teams and for the pool for future team replacements.

Work Record Calculation Criteria:

- All calculations are based on the fact that the applicant is a current, full-time Transit Vehicle Maintenance employee with current full-time journey-level experience within the employee's classification.
- Work record calculations will be based on the employee's most recent twenty-four (24) months of full-time work history at King County Metro, (or less if the employee has less than 24 months employment).
- A month of full-time employment is defined as a calendar month in which the employee **worked** sixteen (16) or more full or partial days (including vacation, AC, personal holiday, military, Union LOA or FMLA approved leaves).
- When an employee's record includes a month in which the employee worked less than sixteen (16) full or partial days (including vacation, AC, personal holiday, military, Union LOA and FMLA approved leaves), an additional earlier month will be evaluated for work record computation.
- The maximum time frame that will be examined for this recruitment process will be thirty-six (36) months of full-time service. The record review will not go back prior to **05/01/08**.
- When extending the evaluation period, **all** points will be counted from the first day of the extended evaluation period through **05/02/11**, including those months in which the employee worked less than sixteen (16) full or partial days. If the employee is evaluated for thirty-six (36) months, the entire record for that period will be evaluated.
- The employee's record review will include the base file and attendance records.
- The cut off date for recording points will be **05/02/11**. A major infraction that occurs after the record review cutoff date will be cause for disqualification.

WORK POINTS ASSIGNMENT AND SCREEN-OUT THRESHOLD:

- Applicants will be screened out of the selection process if the record review totals **15 or more points**. Applicants with less than three years experience at Metro will be calculated on a pro-rated basis.
- Points will be assigned within each of the following work record categories:

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|-------------------------------------|------------------------------------|
| Unexcused Absences | 8 points each (previous 12 months) |
| Late Occurrences | 3 points each (previous 180 days) |
| Major Infractions | 15 points (previous 24 months) |
| Minor Infractions | 5 points (previous 12 months) |
| Suspension or decision making leave | 10 points (previous 24 months) |

Performance Appraisals: Employees with performance appraisal rating averaging lower than 3.00 (satisfactory); will not be considered for this recruitment. New employee evaluation forms must have satisfactory ratings in all areas in order to be considered for this recruitment.

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

SUBJECT **Detail Project for On Board Systems & Communication Center System (OBS/CCS) hardware installation on transit coaches operated by King County Metro**

Background:

1. In order for Metro to implement the On Board Systems & Communication Center System program, Vehicle Maintenance Mechanics, Electronic Technicians, Sheet Metal Workers, Radio employees (VM) will remove old system hardware and install the required new hardware on all coaches.

2. Vehicle Maintenance will assemble and train detailed teams of employees by classification to perform the necessary tasks to implement the On Board Systems & Communication Center System. Alternates will also be selected and trained. Metro will determine what classifications and how many employees from each classification will be needed to assure effective installation of the OBS system and compliance with the Labor agreement.

3. The parties have discussed deviations to the collective bargaining agreement regarding seniority as it pertains to shifts and work assignments in order to efficiently carry out and complete this project. The procedures listed below detail the agreement.

Agreement:

Effective upon the execution of this Memorandum of Agreement, the Parties agree that:

1. Detailed Team members will be recruited in accordance with Article 3 Section 13 of the labor agreement which states, “where a vacancy occurs in any position in the UNION which is to be filled by detail or temporary appointment, Employees of Metro who are capable and desirous of doing the work shall be given first consideration before outside help is employed. Such vacancy shall be posted and filled in accordance with METRO’s Merit System. Among Employees seeking any such position, seniority shall be considered in filling the position.” The parties shall also adhere to Article 17, Section 6.B relating to special projects.

2. The number of teams and the selection of team members and alternates will be determined by Metro through this process to assure that interested and qualified employees are on the team.

3. In order to accomplish this project, METRO will recruit through a letter of interest. A Union officer will participate in the selection process. Of the selected employees seniority will then determine who is on the team. The number of teams and the selection of team members and alternates will be determined by Metro through this process to assure that interested and qualified employees are on the team.

4. If there are not enough qualified applicants to fill the number of required positions, METRO will fill the vacant positions with newly hired Term Limited Temporary employees hired and detailed for the project.

5. Metro shall determine team locations and shifts will be determined based on the installation schedule. Metro shall establish multiple shift work (including days, swing, graveyard and weekends) and RDOs. Team members will select their work schedule by seniority.

6. Teams will move from base to base as required by the installation schedule. Once selected for a team, a team member will no longer be eligible to participate in Vehicle Maintenance system picks for the duration of his/her team assignment.

7. If an employee separates from a team, he or she will return to his/her last base of assignment with a shift/RDO combination as close as possible to that which he/she had originally picked, prior to his/her team appointment. Once an employee separates from the team he/she will not be allowed to return to the team. Replacement team members will be selected from the alternates list, based on Local 587 agency seniority.

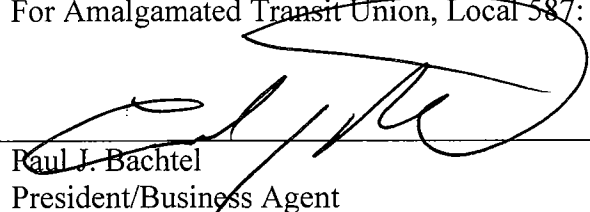
8. If it is necessary for a team to work overtime, their RDO or a Holiday on this specific assignment, such overtime will be assigned to the OBS/CCS team members based on Local 587 agency seniority.

9. If regular bus/shop overtime or Holiday work is necessary at the base to which the OBS/CCS team is currently assigned, the OBS/CCS team members will be placed by classification at the bottom of their shift seniority list.

10. Team members who have picked their vacation at the time of their selection to the OBS/CCS team will have that vacation time honored. Vacation picked after the teams have been formed may be limited by Metro to ensure that the teams remain viable and productive.

11. Either party can terminate the terms of this MOA anytime. A letter indicating the intent to terminate and the reason for such termination will be sent by the moving party. Prior to any termination it is agreed that both parties will meet to attempt to resolve the reasons for the termination. If resolution is not reached the MOA will be terminated 90 days after the notice or at the next shake up whichever comes later.

For Amalgamated Transit Union, Local 587:



Paul J. Bachtel
President/Business Agent

4-7-11

Date

For Amalgamated Transit Union, Local 587:



Don Mac Adam
Second Vice President – Vehicle Maintenance

4-7-11

Date

For King County Metro Transit:




Laird Cusack, Supervisor
Transit Employee Relations

4-12-11

Date

For King County:



David Levin
Labor Negotiator
Human Resources Division
Department of Executive Services

4/11/2011

Date