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**MEMORANDUM OF AGREEMENT (MOA)**

**BY AND BETWEEN THE  
KING COUNTY DEPARTMENT OF TRANSPORTATION ("Metro")  
AND THE  
AMALGAMATED TRANSIT UNION, LOCAL 587**

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**SUBJECT: Implementation of Domestic Violence Leave Law, RCW 49.76**

**Background:**

1. Various provisions of the Collective Bargaining Agreement define and limit the specific reasons for which an Employee may use types of accrued and unaccrued leave.
2. The Revised Code of Washington (RCW 49.76) was recently modified to establish that employees may use sick leave, other paid time, compensatory time or unpaid leave time in certain situations of domestic violence.
3. The parties enter into this agreement to remove any potential inconsistencies between the contractual bases for using leave in the Collective Bargaining Agreement and that which is permitted under Domestic Violence Leave law in RCW 49.76.

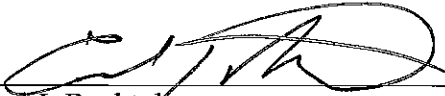
**Agreement:**

The parties understand that RCW 49.76 may create rights for Employees to use various types of accrued and unaccrued leave that may modify the terms that have been specifically negotiated in

the Collective Bargaining Agreement. The parties agree that the various leave provisions of the collective bargaining agreement will be applied in a manner that is consistent with RCW 49.76. They specifically modify Article 11, Section 1, Paragraph A by adding a new Subparagraph 7 as follows:

7. Domestic violence leave that satisfies the conditions of RCW 49.76. An Employee who is absent from work as provided for by RCW 49.76 may elect to use his or her sick leave and other paid time off, compensatory time, or unpaid leave time.

For Amalgamated Transit Union, Local 587:

  
\_\_\_\_\_  
Paul J. Bachtel  
President/Business Agent


09-02-09  
Date

For King County Metro Transit:

  
\_\_\_\_\_  
Laird Cusack, Supervisor  
Transit Employee Relations

9-16-09  
Date

For King County:

  
\_\_\_\_\_  
David Levin  
Labor Negotiator  
Human Resources Division  
Department of Executive Services

09/22/09  
Date