

**Memorandum of Agreement – King County Total Compensation 2019-2020  
for Appendix 19 of the Master Labor Agreement  
Office & Professional Employees International Union, Local 8  
Dental - Department of Public Health  
[037]**

**Subject: Total Compensation Coalition Small Table Terms**

This Agreement (Agreement) is entered into by and between King County (the County) and the Office and Professional Employees International Union, Local 8 (the Union).

**RECITALS**

1. The County and the Union have bargained in good faith on other financial related terms during small table bargaining as part of the Total Compensation Coalition bargaining for the term of January 1, 2019 through December 31, 2020. The parties have reached agreement on terms that will be implemented upon full ratification of this MOA by the parties and effective retroactive to January 1, 2019. During Total Compensation and the Master Labor Agreement negotiations in 2020, the parties will bargain to incorporate the terms of this MOA into the appropriate section of the Collective Bargaining Agreement (CBA) or the terms will expire.

**AGREEMENTS**

The County and the Union agree to the following terms:

1. Administrative Time: Each bargaining unit member shall be allowed time during their regular shift for administrative time on the County computer.

2. Papooosing Premium: Career Service and/or term limited temporary bargaining unit employees assigned to work at Columbia on a regular basis who participate in papooosing shall receive an additional \$50.00 per month. This premium shall only apply to employees who regularly participate in papooosing at Columbia.

3. Float Pool: The County plans to implement float pool assignments by employing two part time TLT dental assistant classifications as soon as operationally and administratively possible after conclusion of discussions with the union regarding effects of this implementation.

The County's interest is in establishing a float pool using the rights afforded under Article 17 regarding the creation of a float pool position and the direction of employees in the floating capacity.

MLA Article 24 Reimbursement For Personal Transportation shall cover applicable transportation reimbursement and Appendix Article 5, Section 5.7 shall cover time worked when an employee is required to travel from an initial worksite to another worksite in the same workday.

4. Article 15, Section 15.1 of the Appendix will be modified as follows:

**Section 15.1.** The Health Department and the Union agree continuous updating of employee's skills and knowledge is beneficial to providing quality health care services to the public. The County recognizes the mutual benefit to be attained by affording training opportunities both internally and externally. Therefore employees covered by this Agreement are encouraged to take advantage of opportunities available for continuing education and professional development both in their field or to pursue other career opportunities. To that end, the Health Department will continue to have this as a goal, making every effort to allow employees reasonable time, subject to Health Department staffing needs, to attend training sessions and seminars ~~in their field.~~ Employees covered by this Agreement will be allowed a minimum of three (3) days of paid time per calendar year for the purpose of attending job related training or professional development requested by the employee and approved by the Health Department. The County shall provide an education stipend of up to ~~\$250~~ \$300 per year for Dental Assistants and for Dental Hygienists to attend County-approved training.

For Office & Professional Employees International  
Union, Local 8:

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Amanda Montoya-White, Union Representative

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Vickie Austin  
Bargaining Unit Team Member

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Jane Crigler  
Bargaining Unit Team Member

*Geniece Kinney*

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Geniece Kinney  
Bargaining Unit Team Member

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Diane Myers  
Bargaining Unit Team Member

For King County:

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Angela Marshall, Labor Relations Negotiator