

# Kittitas County Human Resources

## Agenda Staff Report

**AGENDA DATE:**

12/15/2009

**ACTION REQUESTED:**

REQUEST TO APPROVE SETTLEMENT AND RELEASE AGREEMENT WITH AFSCME LOCAL 792-CH (COURTHOUSE UNION)

**BACKGROUND:**

AFSCME Local 792-CH represents the interests of clerical and maintenance positions employed by Kittitas County in a variety of departments.

The current Collective Bargaining Agreement, Article VI, addresses an agreement that a limited number of employees be named to serve as negotiators at no loss of pay or benefits. Article IX further agrees that a limited number of employees be established to participate in labor-management meetings, which will be scheduled at mutually agreeable times.

The attached "Settlement and Release Agreement" reflects the Union's dismissal of the pending grievance and Unfair Labor Practice if the County accepts the terms and conditions contained therein, summarized as follows:

Agreement and recognition that the right to schedule Union negotiations and/or Union-Management meetings outside of business hours is retained by management; further recognizing the intention of management to schedule accordingly; and

employees serving in their designated capacity as Union representatives for meetings scheduled during normal work hours will continue to be compensated at their regular rate of pay and benefits with no requirement to use personal accrued leave; and

agreement and recognition that the option to schedule meetings outside of business hours is retained by management and the union; and

agreement that the Union and the Employer share the cost of the arbitration cancellation fee (50/50).

**INTERACTION:**

Joseph Whalen III, Human Resource Director  
Don Boxford, Staff Representative (Local 792-CH)  
Rocky Jackson, Menke Jackson Beyer Elofson Ehlis & Harper  
Greg Zempel, Prosecuting Attorney  
Kittitas County Board of County Commissioners

**RECOMMENDATION:**

The Human Resource Department recommends approval and signature of the attached agreement.

**HANDLING:**

Return 3 original(s) to HR

**LEAD STAFF:**

Lisa Young