MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY DEPARTMENT OF TRANSPORTATION ("Metro")
AND
AMALGAMATED TRANSIT UNION, LOCAL 587 (Union")

Subject: Rehire of Employees Who Have Had Non-Disciplinary Medical Terminations

The following agreement is intended to supersede any past practice, policies, memoranda of agreement, or contract language between Metro and the Union that governs the restoration of leave balances, salary rates, and union seniority, for employees who have had Non-Disciplinary Medical Termination (NDMTs).

1. Metro shall use terminology requested by the County's Human Resources Division in Human (presently stated in Resources Bulletin 06-LER-01 (Revised August 18, 2006) but subject to change) regarding rehire or reinstatement. However, nothing in this Agreement shall prohibit Metro from negotiating a reinstatement agreement with the Union for an employee who has had an NDMT.

2. The Union's constitution and bylaws shall determine employees' union seniority. Metro's use of rehire or reinstatement terminology shall not be determinative in this decision.

3. A rehired employee who had an NDMT and who returns to his/her same classifications within one year from date of termination shall have his/her pay step and vacation accrual rate restored to the step or rate held at the time of separation. Pay step progression and vacation accrual progression shall continue with the date of rehire, with "time-in-service" credit being given for the time spent in the pay step or vacation accrual rate prior to termination. However, no "time-in-service" credit shall be given during the period of termination itself.

4. This Agreement shall be effective upon the date that it is fully executed by all signatory parties. This Agreement shall have no retroactive effect and shall not apply to any employees with NDMTs reemployed prior to its effective date.

5. The process for an employee who has had an NDMT and who wishes to be rehired in his/her former classification shall be to notify the Reassignment Program of his/her medical release and renewed ability to work.

6. The County retains all rights to determine whether a former employee is eligible for rehire.

For Amalgamated Transit Union, Local 587:

Lance Norton
President/Business Agent

3-26-2007
Date

For King County Metro Transit:

Laird Cusack
Supervisor, Transit Employee Relations

3-26-2007
Date

For King County:

David S. Levin
Labor Negotiator

03/26/2007
Date