



Legislation Text

File #: CB 118811, Version: 1

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

AN ORDINANCE relating to City employment; amending Section 4.04.030 of the Seattle Municipal Code; authorizing a Memorandum of Understanding between The City of Seattle and certain City unions; and ratifying and confirming certain prior acts.

WHEREAS, The City is currently engaged in several large projects such as the Summit Re-Implementation project in multiple City departments, and the New Customer Information System at City Light and Seattle Public Utilities; and

WHEREAS, regularly appointed employees need to be and have been assigned to these projects for continuity of operations after the projects complete; and

WHEREAS, term-limited temporary workers are performing the “regular” body of work of regularly appointed employees who are assigned to these projects; and

WHEREAS, the Seattle Municipal Code and many collective bargaining agreements with City labor unions limit the conditions under which term-limited temporary work may be assigned; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. Seattle Municipal Code Section 4.04.030, last amended by Ordinance 124567, is amended as follows:

* * *

35. “Temporary worker” includes both temporary and less than half time employees and means a person who is employed in:

- a. an interim assignment of up to one year to a vacant regular position to perform work associated with a regularly budgeted position that is temporarily vacant and has no incumbent; or
- b. an interim assignment for short-term replacement of a regular employee of up to one year when the incumbent is temporarily absent; or
- c. a short-term assignment of up to one year, which may be extended beyond one year only while the assignment is in the process of being converted to a regular position, to perform work that is not ongoing regular work and for which there is no regularly budgeted position; or
- d. a less than half-time assignment for seasonal, on-call, intermittent or regularly scheduled work that normally does not exceed 1,040 hours in a year, but may be extended up to 1,300 hours once every three years and may also be extended while the assignment is in the process of being converted to a regular position; or
- e. a term-limited assignment for a period of more than one but less than three years for time-limited work related to a specific project, grant or other non-routine substantial body of work; for the replacement of a regularly appointed employee when that employee is absent on long-term disability time loss, medical or military leave of absence; or for the replacement of a regularly appointed employee who is assigned to special time-limited project work.

For purposes of administering temporary assignments, one year shall be equivalent to 26 consecutive pay periods. The Seattle Human Resources Director may promulgate rules that direct departments to limit temporary assignments to fewer hours than this ordinance provides for.

Except as may be provided by ordinance or labor contract, temporary workers shall be exempt from the provisions of this ~~((title))~~ Title 4.

* * *

Section 2. The Mayor is authorized on behalf of The City of Seattle (“City”) to execute a Memorandum of Understanding between the City and certain City labor unions, substantially in the form attached to this

ordinance as Attachment 1 and identified as “Memorandum of Understanding By and Between City of Seattle And Certain City Unions.” The Memorandum of Understanding between the City and those labor unions amends existing collective bargaining agreements to make them consistent with Seattle Municipal Code subsection 4.04.030.35.

Section 3. Any act consistent with the authority and prior to the effective date of this ordinance is ratified and confirmed.

Section 4. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by the City Council the _____ day of _____, 2016, and signed by me in open session in authentication of its passage this _____ day of _____, 2016.

President _____ of the City Council

Approved by me this _____ day of _____, 2016.

Edward B. Murray, Mayor

Filed by me this _____ day of _____, 2016.

Monica Martinez Simmons, City Clerk

(Seal)

Attachments:

Attachment 1: Memorandum of Understanding By and Between City of Seattle And Certain City Unions