SOUNDTRANSIT

Motion No. M2026-54

Labor Agreement with PROTEC17 for the Exempt Unit

Meeting:	Date:	Type of action:
Board	11/19/2026	Final Action

Staff name:	Staff title:
Julie Honeywell	Chief People and Culture Officer
Chris Elwell	**Labor and Workforce Development Executive Director**
John Boufford	Labor Director
Michelle Kovecs	Internal Labor Deputy Director

Proposed action

Authorizes the chief executive officer to execute a labor agreement with the PROTEC17 - Exempt Unit, expiring December 31, 2028.

Key features summary

- This action would authorize the execution of a labor agreement with PROTEC17, which represents public sector professional and technical workers.
- Sound Transit and PROTEC17 have negotiated this new labor agreement over seventeen months in good faith and have reached mutually agreeable terms.
- This labor agreement will cover approximately 111 existing employees working in a variety of professional roles throughout Sound Transit and any new employees hired into the represented classifications through December 31, 2028. Exhibit A includes the complete list of the represented job classifications.
- The term of this agreement will begin on the date of full execution and expire on December 31, 2028. The agreement will be renegotiated thereafter.
- The agreement contains the following provisions:
    - Employees will be provided with 2026 performance-based merit increases retroactive to March 13, 2026 (which is the date the parties entered into agreement acknowledging this possibility of retroactive pay), be placed on a new 2026 12-step wage table with no reduction in pay, progress to the next step each year on January 1, receive a $2,000 signing bonus in the first full pay period following execution, and be eligible to participate in Sound Transit's agency-wide Contribution Performance Award program.
    - Sound Transit may continue to utilize consultants to provide staff augmentation and contracted scopes of work. PROTEC17 will be notified within thirty days prior to the start of any new contractor as soon as Sound Transit is aware of the need to contract.

- For Plan Year 2027, Sound Transit will maintain employer premium contributions for agency-sponsored medical, dental, and vision plans at the same levels provided in Plan Year 2026, and for Plan Year 2028, PROTEC17 representatives will participate on Sound Transit's Agency Wellness Committee to review and help develop cost containment strategies. If projected health care costs for Plan Year 2028 increase by more than 8.5% over the prior plan year, Sound Transit will notify the Union and the parties will reopen negotiations limited to medical, dental, and vision premium contributions.
- Sound Transit and PROTEC17 agreed to a return to office transition process. Employees represented by April 1, 2026, residing fifty or more road miles from Sound Transit's 401 S Jackson Street location, and who received a minimum performance rating of "Successful" in their 2026 performance review will not be required to return to the office until after September 30, 2027.

Background

PROTEC17 represents professional workers in project controls, community engagement, permit administration, environmental, system engineering, strategic technologies, and accounting and finance positions within Sound Transit.

The employees are highly valued for their contributions to Sound Transit's vision and mission.

This new agreement was negotiated in good faith according to generally accepted labor relations principles. The economic provisions were bargained based on sound fiscal management and the new wage progression is consistent with the agency's goal to attract and retain qualified employees.

Fiscal information

The labor agreement will be funded by the agency's Salaries & Benefits budget. The adopted 2026 budget for Salaries & Benefits is $334,360,570, which includes the projected wage increase and bonus payouts associated with this agreement. After approval of this action, sufficient agency budget remains to cover remaining annual expenditures.

The proposed 2027 budget for Salaries & Benefits is $393,317,199, which includes the projected wage increase and bonus payouts associated with this agreement. After approval of this action, sufficient agency budget remains to cover remaining annual expenditures.

Funding for the future years of the agreement will be included in future annual budget development in conformance with the labor agreement.

Based on the proposed terms and assumptions outlined above, this action is not expected to materially affect the affordability of the long-range financial plan during the contract period. However, if these assumptions persist beyond the contract period, they could have a material adverse impact on long-term program affordability. Potential impacts beyond the contract period have not yet been fully assessed and will be evaluated as part of the ongoing financial planning process.

Disadvantaged and small business participation

Not applicable to this action.

Apprentice utilization commitment

Not applicable to this action.

Public involvement

Not applicable to this action.

Time constraints

A one-month delay in approval of this agreement would postpone compensation increases for covered employees and affect Sound Transit's commitment to a good faith bargaining relationship with PROTEC17.

Prior Board/Committee actions

Not applicable to this action.

Environmental review - LS 11/9/2026

Legal review – NW 11/13/2026

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Appendix A

PROTECT17 Exempt Unit – Job Classification List & Wage Range Assignments

Job Title	Bargaining Group	Wage Range Assignment
Accountant I	Finance & Business Administration	Hourly Table – 20
Accountant II	Finance & Business Administration	4
Associate Systems Engineer – Fire Protection	Program Management Office (Agency Engineering and Oversight)	5
Associate Engineer – Systems	Program Management Office (Agency Engineering Oversight)	5
Associate Project Manager-Permitting & Regulatory Compliance	Permit Administration - Capital Delivery	6
Business Analyst - Community Engagement	Capital Project Engagement & System Engagement Division - Strategy	Hourly Table - 23
Business Manager-ORCA	Transit Operations - Transit Technologies	12
Communications and Engagement Specialist	Capital Project Engagement & System Engagement Division - Strategy	5
Community Engagement Coordinator	Capital Project Engagement & System Engagement Division - Strategy	Hourly Table - 13
Community Engagement Specialist	Capital Project Engagement & System Engagement Division - Strategy	4
Ecosystem Specialist	Environmental & Sustainability and Capital Project Development - Capital Delivery	10

Engineer I - Systems	Program Management Office (Agency Engineering Oversight)	Hourly Table - 20
Environmental Project Specialist	Environmental & Sustainability and Capital Project Development - Capital Delivery	Hourly Table - 20
Financial Analyst - CIP & Fixed Assets	Finance & Business Administration	9
Principal Project Control Specialist	Project Controls - Capital Delivery	21
Program Manager - Strategic Technologies	Transit Operations - Transit Technologies	24
Program Manager-Operations Engagement	Capital Project Engagement & System Engagement Division - Strategy	15
Program Manager-Process Control & Reporting	Project Controls - Capital Delivery	19
Program Manager-Program & Project Performance	Project Controls - Capital Delivery	14
Program Manager-Stormwater Compliance	Environmental & Sustainability and Capital Project Development - Capital Delivery	16
Program Manager-Transit Safety Engagement	Capital Project Engagement & System Engagement Division - Strategy	12
Project Control Coordinator	Project Controls - Capital Delivery	Hourly Table - 19
Project Control Specialist	Project Controls - Capital Delivery	6
Project Manager-Permitting & Regulatory Compliance	Permit Administration - Capital Delivery	15
Project Manager-Systems & Youth Engagement	Capital Project Engagement & System Engagement Division - Strategy	16
Regulatory Permits Coordinator	Permit Administration - Capital Delivery	Hourly Table - 21

Senior Community Engagement Specialist	Capital Project Engagement & System Engagement Division - Strategy	10
Senior Cost Engineer	Project Controls - Capital Delivery	20
Senior Cultural Resource Specialist	Environmental & Sustainability and Capital Project Development - Capital Delivery	17
Senior Current Planner	Environmental & Sustainability and Capital Project Development - Capital Delivery	17
Senior Ecosystem Specialist	Environmental & Sustainability and Capital Project Development - Capital Delivery	17
Senior Environmental Compliance Specialist	Environmental & Sustainability and Capital Project Development - Capital Delivery	17
Senior Environmental Permitting Specialist	Environmental & Sustainability and Capital Project Development - Capital Delivery	17
Senior Environmental Planner	Environmental & Sustainability and Capital Project Development - Capital Delivery	17
Senior Environmental Specialist-Due Diligence	Environmental & Sustainability and Capital Project Development - Capital Delivery	17
Senior Environmental Specialist-Operations Compliance	Environmental & Sustainability and Capital Project Development - Capital Delivery	17
Senior Equitable Engagement Specialist	Capital Project Engagement & System Engagement Division - Strategy	10

Senior Program Manager-Transformation Analytics & Tools	Project Controls - Capital Delivery	21
Senior Project Control Specialist	Project Controls - Capital Delivery	17
Senior Project Control Specialist-Right of Way	Project Controls - Capital Delivery	17
Senior Project Controls Coordinator	Project Controls - Capital Delivery	4
Senior Project Manager-Communications & Engagement	Capital Project Engagement & System Engagement Division - Strategy	18
Senior Risk Engineer	Project Controls - Capital Delivery	19
Senior Risk Manager - External Resources	Project Controls - Capital Delivery	22
Senior Scheduling Engineer	Project Controls - Capital Delivery	19
Senior System Engagement Specialist	Capital Project Engagement & System Engagement Division - Strategy	10
Senior Systems Cost Engineer	Project Controls - Capital Delivery	21
Senior Systems Engineer - Testing & Commissioning	Program Management Office (Agency Engineering Oversight)	24
Senior Systems Engineer-Communications & SCADA	Program Management Office (Agency Engineering Oversight)	24
Senior Systems Engineer-Controls	Program Management Office (Agency Engineering Oversight)	24
Senior Systems Engineer-Electrical	Program Management Office (Agency Engineering Oversight)	24
Senior Systems Engineer-Mechanical	Program Management Office (Agency Engineering Oversight)	24

Senior Systems Engineer-Traction Electrification	Program Management Office (Agency Engineering Oversight)	24
Senior Systems Engineer-Train Control	Program Management Office (Agency Engineering Oversight)	24
System Engagement Specialist	Capital Project Engagement & System Engagement Division - Strategy	4
Systems Engineer-Controls	Program Management Office (Agency Engineering Oversight)	16
Systems Engineer - Train Control	Program Management Office (Agency Engineering Oversight)	16
Systems Engineer Testing & Commissioning	Program Management Office (Agency Engineering Oversight)	16
Systems Engineer -Traction Electrification	Program Management Office (Agency Engineering Oversight)	16
Systems Engineer-Communications & SCADA	Program Management Office (Agency Engineering Oversight)	16
Systems Engineer-Electrical	Program Management Office (Agency Engineering Oversight)	16

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A motion of the Board of the Central Puget Sound Regional Transit Authority authorizing the chief executive officer to execute a labor agreement with the PROTEC17 - Exempt Unit, expiring December 31, 2028.

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Motion

It is hereby moved by the Board of the Central Puget Sound Regional Transit Authority that the chief executive officer is authorized to execute a labor agreement with the PROTEC17 - Exempt Unit, expiring December 31, 2028.

APPROVED by the Board of the Central Puget Sound Regional Transit Authority at a regular meeting thereof held on November 19, 2026.

Dave Somers
Board Chair

Attest:

Kathryn Flores
Board Administrator