



King County

Dow Constantine

King County Executive
401 Fifth Avenue, Suite 800
Seattle, WA 98104-1818

206-263-9600 Fax 206-296-0194
TTY Relay: 711
www.kingcounty.gov

June 29, 2020

The Honorable Claudia Balducci
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember Balducci:

This letter transmits a proposed ordinance that would, if enacted, ratify a negotiated collective bargaining agreement (CBA) with Washington State Nurses Association (WSNA) covering the Staff Nurses - Departments: Public Health, Adult & Juvenile Detention (Juvenile Detention) bargaining unit for the contractual period of January 1, 2020, through December 31, 2020. Adoption of this proposed ordinance will enable King County to provide bargained wages, hours and working conditions to employees who provide nursing care services in our community.

The negotiated CBA covers approximately 475 staff nurse positions, including the following classifications: Public Health Nurse, Registered Nurse, Advance Practice Nurse Practitioner, Advance Practice Nurse Specialist, and Licensed Practical Nurse. These positions are located across three divisions of Seattle-King County Public Health and the Department of Adult and Juvenile Detention.

In King County, nurses perform a wide variety of nursing services and patient care. Public Health Nurses provide care coordination, education, screening, assessment, and referrals for pregnant and parenting individuals, infants, and young children. Registered Nurses work in the ambulatory care setting, providing health care services in public health clinics and in our jail facilities. Our Advance Registered Nurse Practitioners provide direct clinical services such as screening, assessment, diagnosis, and prescriptions to pediatric, adolescent, and adult patients though out King County in public health clinics, jails, school-based health centers, and though mobile outreach.

The one year negotiated CBA was reached pursuant to good faith negotiations and collective bargaining between King County and the Union and has been ratified by the bargaining unit. Together with the Union, we determined a shortened CBA duration was a prudent course of

The Honorable Claudia Balducci

June 29, 2020

Page 2

action to allow nurses and nurse management to focus on the public health response to the COVID-19 pandemic.

Notable changes in this CBA include updated union recognition and dues provision to comply with changes in state law, standardized health benefit terms, and improvement to jail nurse scheduling. The County and WSNA have agreed that 14 tentative agreements reached in this bargain will apply unchanged to the successor CBA negotiations. Additional changes include changes to the reduction-in-force and grievance provisions as well as adoption of provisions that align with standard CBA provisions in the MLA.

The negotiated CBA includes a 2020 general wage increases of 1.5 percent in January 2020 plus 1.5 percent in July 2020. These wage increases are expected to aid in recruitment and retention of employees.

Adoption of this proposed ordinance, which will ratify the negotiated CBA, advances the King County Strategic Plan's guiding principles and goals of efficient, accountable regional and local government by maintaining standard working conditions such as vacation, sick leave, holidays, and medical benefits. The CBA will advance the Strategic Plan goal of improving the health and well-being of people in our community by ensuring vulnerable and at-risk populations in our community continue to receive nursing care and services.

No supplemental budget authority is being requested for implementation of this CBA. A complete breakdown of the costs associated with this CBA can be found in the accompanying fiscal note, which has been reviewed by the Office of Performance, Strategy, and Budget.

Thank you for your consideration of this proposed ordinance. This important legislation will ratify the negotiated CBA which provides standardized working conditions and the competitive wages that are necessary to recruit and retain qualified and talented nurses and nurse practitioners capable of providing needed healthcare services in our community.

If your staff have questions, please contact Megan Pedersen, Director, Office of Labor Relations, at 206-263-2898.

Sincerely,



Dow Constantine

King County Executive

Enclosure

cc: King County Councilmembers

ATTN: Carolyn Busch, Chief of Staff

Melani Pedroza, Clerk of the Council

The Honorable Claudia Balducci

June 29, 2020

Page 3

Shannon Braddock, Deputy Chief of Staff, Office of the Executive
Karan Gill, Director, Council Relations, Office of the Executive
Dwight Dively, Director, Office of Performance, Strategy and Budget
Megan Pedersen, Director, Office of Labor Relations