



King County

Dow Constantine

King County Executive

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www.kingcounty.gov

April 22, 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 Memorandum of Agreement (MOA) with the Nurse and Nurse Supervisor bargaining units represented by the Washington State Nurses Association (WSNA). This negotiated MOA is for the period of March 9, 2019, through the end of the County's emergency response to the COVID-19 pandemic. Adoption of this proposed ordinance will enable the Seattle-King County Public Health Department to establish and provide vital healthcare services to patients at King County COVID-19 isolation and quarantine sites as well as assessment and recovery centers (COVID Care Sites) throughout King County. A large percentage of patients referred to these sites will be people who are unstably housed, staying in shelters, living in supported housing, or who are experiencing homelessness, and who may have complex physical and behavioral health conditions.

The negotiated MOA covers all nursing classifications represented by WSNA that are needed to support healthcare services at COVID Care Sites, including: the Health Management Area Command (HMAC), the King County Novel Coronavirus Call Center, and implementation of Continuity Of Operations Plans to ensure essential services continue to be delivered during the COVID-19 pandemic.

The negotiated MOA was reached pursuant to good faith negotiations between King County and WSNA and has been ratified by the bargaining units. The terms and conditions of the MOA are intended to establish temporary personnel rules that allow rapid and flexible redeployment of nursing staff to roles that allow King County to more effectively meet the evolving healthcare needs of our community.

The Honorable Claudia Balducci

April 22, 2020

Page 2

The MOA also establishes a premium for nurses that are redeployed to perform direct patient care work at COVID Care Sites given the heightened risk of contracting the illness while performing work in facilities with many COVID-19 positive patients, and for the adjustments related to work schedule changes (hours and days) and work location associated with a redeployment to COVID Care Site(s).

Adoption of this proposed ordinance, which will ratify the negotiated MOA, advances the King County Strategic Plan's guiding principles and goals of efficient, accountable regional and local government by establishing terms necessary to meet individual and community needs arising from the COVID-19 pandemic.

Supplemental budget authority is being requested for implementation of this MOA in the second COVID-19 supplemental appropriation. A complete breakdown of the costs associated with this MOA 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 MOA which will provide temporary terms and conditions of employment for nurses that are necessary to meet the challenges brought forth by the COVID-19 pandemic.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Dow Constantine". The signature is written in a cursive, flowing style.

Dow Constantine
King County Executive

Enclosure

cc: King County Councilmembers
 ATTN: Carolyn Busch, Chief of Staff
 Melani Pedroza, Clerk of the Council
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