



## King County

### Office of Labor Relations Staff Report

<b>CBA:</b>	Washington State Nurses Association (Staff Nurses - Departments: Public Health, Adult & Juvenile Detention (Juvenile Detention))
<b>County Negotiator.:</b>	Andre Chevalier
<b>Union Negotiator:</b>	Lane Toensmeier (Counsel for WSNA)

#### UNIT OVERVIEW

The negotiated CBA covers approximately four hundred and seventy-five 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 in Public Health and in the Department of Adult and Juvenile Detention.

Nurses perform a wide variety of services and roles across the County. Nurses provide direct services including care coordination, education, screening, assessment, and referrals for pregnant and parenting individuals, infants, and young children. Registered Nurses (RNs) work in the ambulatory care setting providing health care services, including in our jail facilities, and perform nursing assessments and interventions, patient care planning, evaluation, and medical care coordination. Advance Registered Nurse Practitioners (ARNPs) provide direct clinical services including screening, assessment, diagnosis, and prescriptions to pediatric, adolescent, and adult patients seen in the Public Health Centers and in our jail facilities.

#### BARGAINING HISTORY

October 2019 - Started Negotiations  
 April 29, 2020 - tentative agreement  
 May 2020 - Union ratification

#### SUMMARY OF KEY CHANGES

##### **1. Contract Term**

January 1, 2020 to December 31, 2020.

##### **2. Compensation Changes**

###### **➤ General Wage Increases**

- 2020 general wage increase (GWI) provides for 3%, divided, with 1.5% effective January 1, 2020, and a final GWI of 1.5% added in the pay period that includes July 1, 2020. This is the same GWI received by the Coalition of Unions and non-represented employees in 2020.

➤ **Insured Benefits**

- Change to Article 12 establishes new standard language about terms of participation in the Joint Labor Management Insurance Committee and bargaining unit health benefits.

**3. Changes to Hours of Work**

- FLSA Workweek Transition (MOA) to County standard FLSA workweek.

**4. Changes to Working Conditions**

- **Section 13.6.2: Jail Schedules.** Revised timeframe for publishing monthly nurse schedule to allow jail health scheduler to more comprehensively develop facility staffing schedules for KCCF and MRJC. The changes will also improve administration process associated with employee leave requests.

**5. Fiscal Impact**

- A complete breakdown of the costs associated with this agreement can be found in the accompanying fiscal note, which has been reviewed by the Office of Performance, Strategy, and Budget.

Supplemental Appropriation: No

**6. Miscellaneous Changes**

- **Article 3: Union Recognition.** Revised union recognition and dues provision to comply with the Janus decision, and updated terms related to communication about membership status.
- **Article 23: Term of Agreement.** Revised to permit earlier start date to commence negotiations with the goal of completion and ratification by CBA expiration.
- **Addendum B: 2020 CBA Successor Negotiation Stipulations**
  - Solidify commitment between parties to restructure and overhaul CBA with goal of improving contract administration, advance Master Labor Agreement standards, and better meet agency operational needs.
  - Memorializes (14) additional tentative agreements reached in 2019-2020 bargaining that will apply unchanged to successor CBA, including on key terms such as reduction-in-force and grievance procedure.

- Prioritizes Union and County commitment to complete negotiations related to a Nurse Self-Scheduling Pilot in Jail Health Services to improve nurse staffing reliability and reduce potential of mandatory overtime in our 24/7 jail facilities.

**INVITED**

Hanna Welander, WSNA

Andre Chevalier, OLR

Jerry DeGriek, Public Health

Debbie Wilkinson, Public Health

Dorene Hersh, Public Health



## 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](http://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



## Checklist and Summary of Changes for the attached Collective Bargaining Agreement

<b>Name of Agreement</b>
Washington State Nurses Association (Staff Nurses - Departments: Public Health, Adult & Juvenile Detention (Juvenile Detention))
<b>Labor Negotiator</b>
Andre Chevalier

<b><i>Prosecuting Attorney's Review</i></b>	<b>Y</b>
<b><i>Legislative Review Form; Motion or Ordinance</i></b>	<b>Y</b>
<b><i>Executive Letter</i></b>	<b>Y</b>
<b><i>Fiscal Note</i></b>	<b>Y</b>
<b><i>Six Point Summary</i></b>	<b>Y</b>
<b><i>King County Council Adopted Labor Policies Consistency</i></b>	<b>Y</b>
<b><i>Ordinance</i></b>	<b>Y</b>
<b><i>Original Signed Agreement(s)</i></b>	<b>Y</b>
<b><i>Does transmittal include MOU/MOA?</i></b>	<b>N/A</b>

<b><i>Six Point Summary of changes to the attached agreement:</i></b>
1. 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.
2. Standardized health benefit terms and participation in the Joint Labor Management Insurance Committee.
3. Updated Union Recognition provision to comply with Janus decision.
4. Addendum B memorializes a list of other tentative agreements that will be applied to successor negotiations with the aim of expediting the bargaining process.
5. Increased standardization to County policies and terms of the Master Labor Agreement.
6. Improved process for jail health nurse scheduling.

## Contract Consistency with Adopted Labor Policies

**Contract:** Washington State Nurses Association (Staff Nurses - Departments: Public Health, Adult & Juvenile Detention (Juvenile Detention)) [310]

<b>County Department(s):</b>	Seattle-King County Public Health and Department of Adult and Juvenile Detention
<b>Term of Contract:</b>	January 1, 2020 through December 31, 2020
<b>County Negotiator:</b>	Andre Chevalier

Labor Policy	Is Contract Consistent with Adopted Labor Policies? If not, please explain.
Contract Consolidation	Y
Diversity	Y
Project Labor Agreements	N/A
Performance Evaluations	Y
Continuous Improvement	Y
Labor-Management Committees	Y
Labor-Management Partnerships	Y
Mediation	Y
Binding Interest Arbitration	N/A
Interest-based Bargaining	Y
Timeliness of Negotiations	N
Compensation	Y
Overtime	Y
Benefits	Y
Reduction-in-Force	Y
Contracting Out of Work	Y
Use of Temporary and Part-time Employees	Y
Civilian Oversight of Sheriff's Office	N/A
Sheriff's Office Implementation of Report Recommendations	N/A
Legislative Branch Employees and Officials	N/A



# FISCAL NOTE

<b>Ordinance/Motion No.</b>	Collective Bargaining Agreement	
<b>Title:</b>	Washington State Nurses Association (Staff Nurses - Departments: Public Health & Adult and Juvenile Detention (Juvenile Detention))	
<b>Effective Date:</b>	1/1/2020	
<b>Affected Agency and/or Agencies:</b>	Department of Public Health; Department of Adult & Juvenile Detention	
<b>Note Prepared by:</b>	Matthew McCoy, Office of Labor Relations	<b>Phone: 263-1966</b>
<b>Department Sign Off:</b>	Haeyoung Yoon, Chief Financial Officer, DPH	<b>Phone: 263-9042</b>
<b>Supplemental Required?</b> NO <input checked="" type="checkbox"/> YES <input type="checkbox"/>	<b>Note Reviewed by:</b> Drew Pounds, Budget Analyst, PSB	<b>Phone: 263-9236</b>
<b>Supplemental Required?</b> NO <input checked="" type="checkbox"/> YES <input type="checkbox"/>	<b>Note Reviewed by:</b> Andy Bauck, Budget Analyst (Jail Health)	<b>Phone: 263-9771</b>

### EXPENDITURES FROM:

Fund Title	Fund Code	Department	2020	2021
General Fund	10	Jail Health	\$640,000	\$218,000
Public Health	1800	DPH	\$19,000	\$7,000
<b>TOTAL: Increase FM previous year</b>			<b>\$659,000</b>	<b>\$225,000</b>
<b>TOTAL: Cumulative</b>			<b>\$659,000</b>	<b>\$884,000</b>

### EXPENDITURE BY CATEGORIES:

Expense Type	2019	2020	2021
Salaries	\$22,130,000	\$498,000	\$170,000
OT	\$2,216,000	\$50,000	\$17,000
PERS & FICA	\$4,954,000	\$111,000	\$38,000
	<b>\$29,301,000</b>		
<b>TOTAL: Increase FM previous year</b>		<b>\$659,000</b>	<b>\$225,000</b>
<b>TOTAL: Cumulative</b>		<b>\$659,000</b>	<b>\$884,000</b>

### ASSUMPTIONS:

<b>Assumptions used in estimating expenditure include:</b>	
1. Contract Period(s):	1/1/2020
2. Wage Adjustments & Effective Dates:	
GWI:	1.50% on 1/1/2020 1.50% on 7/1/2020 Additional .75% cost in 2021 due to mid year GWI
Lump Sum Payment:	
3. Other Wage-Related Factors:	
Step Increase Movement:	
PERS & FICA:	20.35%
Overtime:	Based on 2019 actuals
4. Other Cost Factors:	

