**SUBJECT:** The proposed Ordinance would ratify a negotiated memorandum of agreement (MOA) between King County and the Professional & Technical Employees, Local 17 (PROTEC17) Bargaining Unit in the Department of Public Health and the Department of Community & Human Services concerning COVID-19 testing during the COVID-19 pandemic.

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| **CBA Description:** | King County and Professional and Technical Employees, Local 17 - Departments: Public Health, Community and Human Services [060] |
| **County Spokesperson:** | Angela Marshall, Labor Relations Negotiator, Office of Labor Relations |
| **Union**  **Spokespersons:** | Lorelei Walker (Union Representative for the PROTEC17 Unit)  Karen Estevenin (Executive Director for the PROTEC17 Unit) |

**UNIT OVERVIEW:** The bargaining unit that PROTEC17 represents consists of medical assistant classifications and various other administrative and medical service classifications. These employees primarily work for Seattle-King County Department of Public Health and Department of Community and Human Services. The employees fulfill a variety of administrative and medical service roles throughout King County.

**BARGAINING HISTORY:**

* April 2020 – Parties began negotiations for the MOA.
* May 2020 – Parties concluded negotiations for the MOA.
* May 5, 2020 – Parties executed a tentative agreement on the MOA.

**SUMMARY OF KEY CHANGES:**

1. **MOA Term:** March 16, 2020, through the emergency response effort to COVID-19.
2. **Compensation Changes:** (Refer to the Fiscal Note for expenditures)
   1. **Add-to-Pay Provisions:** Medically qualifiedbargaining unit employees assigned to conduct nasopharyngeal culture swabbing and/or serology antibody blood testing, or similar medical procedures used to test individuals for COVID-19 or COVID-19 antibodies, will be paid a premium of 5% above their base rate of pay for actual hours worked. Employees are only eligible to receive the COVID-19 Testing Premium while assigned to do testing work, which may include full or partial workdays. In addition, the COVID-19 Testing Premium shall not apply to any paid leave hours and shall not apply if the employee is eligible to receive a different COVID Premium (i.e., no stacking of COVID premiums).

**FISCAL IMPACT:** The projected fiscal impact of this agreement is $53,500, and is based upon the Department of Public Health modeling of their emergency response to the COVID-19 pandemic. 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

**INVITED:**

Angela Marshall

Jerry DeGrieck

Lorelei Walker (Union Representative for the PROTEC17 Unit)

Karen Estevenin (Executive Director for the PROTEC17 Unit)