



King County

Dow Constantine

King County Executive

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www.kingcounty.gov

June 30, 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 Supervisors and Managers - Department of Public Health 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 supervision of nursing care services in our community.

The negotiated CBA covers approximately 34 supervisory and management level nursing positions. These employees oversee daily operations and supervise medical and administrative staff at Public Health service locations.

The 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 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.

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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 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 the qualified nurse supervisors and managers for County healthcare services.

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".

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