



MEMO TO: County Council Members

CC: Satpal Sidhu, County Executive
Tyler Schroeder, Deputy Executive

FROM: Donnie LaPlante, Human Resources Associate Manager

DATE: November 21, 2022

SUBJECT: 2023-2025 WA State Nurses Association Collective Bargaining Agreement

We are pleased to have bargained a three-year successor Collective Bargaining Agreement with the Washington State Nurses Association consistent with budget authority.

Highlights are summarized below:

Wages

2023 – 6%
2024 – 4%
2025 – 3%

Benefits

Add flat rate cost containment LOA for six employees enrolled in dependent tier for 2023-2025

Vacation

Increase accrual of entry level employees to match MCBA and other CBAs
Allow annual cashout of up to 40 hours to match MCBA and other CBAs

Premium/Stipend

Add weekend premium of \$3.50/hr for nurses whose regular schedule does not include Sat/Sun
Modify existing electronic standby pay from \$20/day to \$5/hr

Realignment

Modify position realignment language to match that of the MCBA

I'm available to answer any questions at dlaplant@co.whatcom.wa.us or ext. 5305.