

**WHATCOM COUNTY CONTRACT
INFORMATION SHEET**

Whatcom County Contract No.
202102028-1

Originating Department:	Administrative Services
Division/Program: <i>(i.e. Dept. Division and Program)</i>	Human Resources (HR)
Contract or Grant Administrator:	Melissa Keeley, HR Manager
Contractor's / Agency Name:	Letter of Agreement between Whatcom County and WSNA
Is this a New Contract? If not, is this an Amendment or Renewal to an Existing Contract? Yes <input checked="" type="radio"/> No <input type="radio"/> Yes <input type="radio"/> No <input checked="" type="radio"/> If Amendment or Renewal, (per WCC 3.08.100 (a)) Original Contract #: 202102028	
Does contract require Council Approval? Yes <input checked="" type="radio"/> No <input type="radio"/> If No, include WCC: _____ Already approved? Council Approved Date: _____ (Exclusions see: Whatcom County Codes 3.06.010, 3.08.090 and 3.08.100)	
Is this a grant agreement? Yes <input type="radio"/> No <input checked="" type="radio"/> If yes, grantor agency contract number(s): _____ CFDA#: _____	
Is this contract grant funded? Yes <input type="radio"/> No <input checked="" type="radio"/> If yes, Whatcom County grant contract number(s): _____	
Is this contract the result of a RFP or Bid process? Contract _____ Yes <input type="radio"/> No <input checked="" type="radio"/> If yes, RFP and Bid number(s): _____ Cost Center: _____	
Is this agreement excluded from E-Verify? No <input type="radio"/> Yes <input checked="" type="radio"/> If no, include Attachment D Contractor Declaration form.	
If YES, indicate exclusion(s) below: <input checked="" type="checkbox"/> Professional services agreement for certified/licensed professional. <input type="checkbox"/> Goods and services provided due to an emergency <input type="checkbox"/> Contract work is for less than \$100,000. <input type="checkbox"/> Contract for Commercial off the shelf items (COTS). <input type="checkbox"/> Contract work is for less than 120 days. <input type="checkbox"/> Work related subcontract less than \$25,000. <input type="checkbox"/> Interlocal Agreement (between Governments). <input type="checkbox"/> Public Works - Local Agency/Federally Funded FHWA.	
Contract Amount:(sum of original contract amount and any prior amendments): \$ _____ This Amendment Amount: \$ _____ Total Amended Amount: \$ _____	Council approval required for; all property leases, contracts or bid awards exceeding \$40,000 , and professional service contract amendments that have an increase greater than \$10,000 or 10% of contract amount, whichever is greater, except when : 1. Exercising an option contained in a contract previously approved by the council. 2. Contract is for design, construction, r-o-w acquisition, prof. services, or other capital costs approved by council in a capital budget appropriation ordinance. 3. Bid or award is for supplies. 4. Equipment is included in Exhibit "B" of the Budget Ordinance. 5. Contract is for manufacturer's technical support and hardware maintenance of electronic systems and/or technical support and software maintenance from the developer of proprietary software currently used by Whatcom County.
Summary of Scope: _____	
Letter of Agreement to amend the 2021-2022 Collective Bargaining Agreement between Whatcom County and WSNA	
Term of Contract: Two years	Expiration Date: 12/31/2022

Contract Routing:	1. Prepared by: <u>Melissa Keeley</u>	Date: <u>12/30/21</u>
	2. Attorney signoff: <u>George Roche</u>	Date: <u>12/30/21</u>
	3. AS Finance reviewed: _____	Date: _____
	4. IT reviewed (if IT related): _____	Date: _____
	5. Contractor signed: _____	Date: _____
	6. Submitted to Exec.: _____	Date: _____
	7. Council approved (if necessary): <u>✓ AB2022-016</u>	Date: <u>1-11-22</u>
	8. Executive signed: <u>✓</u>	Date: <u>1-12-22</u>
	9. Original to Council: <u>✓</u>	Date: <u>1-14-22</u>



**LETTER OF
AGREEMENT BY
AND BETWEEN
WHATCOM COUNTY,
WASHINGTON AND
WASHINGTON STATE NURSES
ASSOCIATION**

2022 Wage and Holiday adjustment

This Letter of Understanding is by and between Whatcom County ("the County") and the Washington State Nurses Association ("the Union") regarding the Collective Bargaining Agreement ("CBA") dated January 1, 2021 – December 31, 2022.

The County and the Union acknowledge this CBA included a 2022 wage increase of 1.25%, along with the following language:

During 2022, should the County provide an increase in wages to any group of employees, represented or non-represented, except for groups subject to interest arbitration, above the increases specified by this Agreement, the parties agree to reopen Article 11.

On December 7, 2021, the County and the Teamsters union ratified a successor agreement for the Master Collective Bargaining Agreement that included a 2022 wage increase of 3%, a lump sum payment of \$1,000, and the addition of the Juneteenth holiday.

The purpose of this LOU is to set the terms for a change in 2022 wages for the WSNA CBA. The parties have met, conferred, and bargained as required by law.


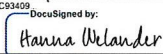
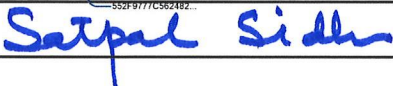
The parties, therefore, agree as follows:

1. Section 11.1 **Salary schedules** will be modified as follows:

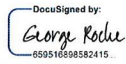
Effective the first full pay period in January, 2022, each step in all ranges of the 2021 hourly matrix shall be increased by 3%.

2. Section 15.02 Holiday Schedule will be modified to add the Juneteenth holiday
3. Effective the first full pay period in April 2022, each active employee on payroll will receive a one-time lump sum payment in the amount of one thousand dollars (\$1,000).
4. Any disputes regarding application of this LOU are subject to the CBA grievance procedure.
5. This LOU may be amended at any time with mutual agreement of the County and the Union.

The foregoing being the agreement of the Parties is in addition to such other provisions in the CBA.

Name	Signature	Date
Melissa Keeley, Human Resources		12/13/2021
Hanna Welander, Nurse Representative		12/13/2021
Satpal Sidhu, County Executive		1/12/2022

Approved as to Form:



George Roche, Senior Civil Deputy Prosecuting Attorney

12/13/2021

Date

Date Approved by Council: 01-11-2022