



MEMO TO: County Council Members

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

FROM: Melissa Keeley, Employee Relations Manager

DATE: February 9, 2021

SUBJECT: WA State Nurses Association Collective Bargaining Agreement 2021-2022

We completed negotiations for a successor Collective Bargaining Agreement for 2021-2022 representing 21 Public Health Nurses and Nurse Supervisors. We are pleased to have reached a two-year agreement through three bargaining sessions that is within budget authority.

Highlights are summarized below:

Wages

- 0% cost of living 2021
- 1.25% cost of living 2022
- Realignment of Registered Nurse classification and elimination of Steps 1 and 2 for Ranges 23 – 41 to address recruitment challenges

Health and Welfare Benefits

- Transition from self-insured medical plan to WA Counties Insurance Fund Medical

Other

- Rolled the Pilot Program for 0.9 FTE schedule into the agreement as an ongoing opportunity
- Letter of Understanding to allow temporary positions, not funded in the County budget, to work full-time with benefits contingent upon funding, to help respond to the staffing needs of the COVID-19 pandemic

I'm available to answer any questions at extension 5309 or by email.