



Karen Sterling Goens
Manager

MEMO TO: Councilmembers Barbara Brenner, Rud Browne, Barry Buchanan, Tyler Byrd, Todd Donovan, Carol Frazey, and Satpal Sidhu

CC: Jack Louws, County Executive

FROM: Nan Kallunki, HR Associate Manager

DATE: April 23, 2019

SUBJECT: Washington State Nurses Association 2019-2020 Collective Bargaining Agreement

We completed negotiations for a successor agreement to the 2017-2018 collective bargaining agreement for employees represented by the Washington State Nurses Association. The successor agreement represents 17 Public Health Nurses and Nurse Supervisors.

The County negotiating team is pleased to have reached an agreement within authority consistent with the wage and medical benefit package offered for other non-interest arbitration bargaining unit employees. Below is a summary of key changes included in the new agreement:

Contract Terms	Agreement
DURATION	January 10, 2019 through December 31, 2020
COMPENSATION	Effective January 1, 2019 +2.5% 2018 First pay period January 2020 +2.0% First pay period July 2020 +1.0% Percentage between longevity steps increased slightly and spread consistently.
NUMBER OF MEMBERS	17
HEALTH AND WELFARE	County contribution for plan year 2019 - \$1,297 Plan year 2020 - \$1,362
PAID FAMILY AND MEDICAL LEAVE	County and employee each pay the statutory premium share.
UNION SECURITY AND RECOGNITION	No longer a condition of employment to join union or pay union dues. County provides union representatives reasonable access to meet with new hires during work time for 30 minutes.
SICK LEAVE	Multiple changes to many sections to comply with the New Paid Sick Leave Law. <ul style="list-style-type: none"> • Defines "family member" • Verification of Illness • Leave Sharing • Sick leave over 960 hours at end of year forfeited <i>(in exchange for changes in longevity pay)</i>