



King County

Office of Labor Relations Staff Report

CBA:	Washington State Nurses Association (Supervisors and Managers - Department of Public Health) [320]
County Negotiator.:	Andre Chevalier
Union Negotiator:	Danielle Franco Malone (WSNA Counsel)

UNIT OVERVIEW

The negotiated CBA covers approximately thirty-four supervisory and management level nursing classifications. These employees oversee daily operations at Public Health locations, and oversee medical and administrative staff.

BARGAINING HISTORY

October 2019 – started negotiations
 April 28, 2020 – tentative agreement
 May 2020 – union ratification

SUMMARY OF KEY CHANGES

1. Contract Term

- January 1, 2020 to December 31, 2020

2. Compensation Changes

a. General Wage Increases

- The negotiated CBA includes a 2020 general wage increases of 1.5 percent in January 2020 plus 1.5 percent in July 2020. These wage increases are expected to aid in recruitment and retention of employees.

b. Insured Benefits

- Changes to Article 12 establishes new standard language about terms of participation in the Joint Labor Management Insurance Committee for health benefits.

3. Changes to Hours of Work

- FLSA Workweek Transition MOA provides for County to move the bargaining unit to the standard County FLSA workweek.

4. Fiscal Impact

- a. A complete breakdown of the costs associated with this agreement can be found in the accompanying fiscal note, which has been reviewed by the Office of Performance, Strategy, and Budget.

Supplemental Appropriation: No

5. Miscellaneous Changes

- **Article 3: Union Recognition.** Revised provision on Union recognition and dues to comply with the Janus decision, and updated terms related to communication about membership status.
- **Article 23: Term of Agreement.** Revised to allow an earlier start date for negotiating a successor CBA with goal of completion and ratification by CBA expiration.
- **Addendum B: 2020 CBA SUCCESSOR NEGOTIATION STIPULATIONS.**
 - Memorializes (14) additional tentative agreements reached in 2019-2020 bargaining that will apply unchanged to successor CBA, including on key terms such as reduction-in-force and grievance procedure.
 - Advances CBA restructure/overhaul with goal to better align this non-Coalition CBA with the Master Labor Agreement, County policies, and department needs.
 - Prioritizes Union and County commitment to complete negotiations related to a Nurse Self-Scheduling Pilot in Jail Health Services to improve nurse staffing reliability and reduce potential of mandatory overtime in our 24/7 jail facilities.

INVITED

Sara Frey, WSNA
Andre Chevalier, OLR
Jerry DeGrieck, Public Health
Debbie Wilkinson, Public Health
Dorene Hersh, Public Health



**Checklist and Summary of Changes for the attached
Collective Bargaining Agreement**

Name of Agreement
Washington State Nurses Association (Supervisors and Managers - Department of Public Health) [320]
Labor Negotiator
Andre Chevalier

<i>Prosecuting Attorney's Review</i>	<i>Y</i>
<i>Legislative Review Form; Motion or Ordinance</i>	<i>Y</i>
<i>Executive Letter</i>	<i>Y</i>
<i>Fiscal Note</i>	<i>Y</i>
<i>Six Point Summary</i>	<i>Y</i>
<i>King County Council Adopted Labor Policies Consistency</i>	<i>Y</i>
<i>Ordinance</i>	<i>Y</i>
<i>Original Signed Agreement(s)</i>	<i>Y</i>
<i>Does transmittal include MOU/MOA?</i>	<i>N/A</i>

<i>Six Point Summary of changes to the attached agreement:</i>
1. The negotiated CBA includes a 2020 general wage increases of 1.5 percent in January 2020 plus 1.5 percent in July 2020. These wage increases are expected to aid in recruitment and retention of employees.
2. Standardized health benefit terms and continued participation in the Joint Labor Management Insurance Committee.
3. Updated Union Recognition provision to comply with Janus decision.
4. Addendum B memorializes a list of other tentative agreements that will be applied to successor negotiations with the aim of expediting the bargaining process.
5. Increased standardization to the Master Labor Agreement.
6. Process to transition bargaining unit to County standard FLSA workweek.

Contract Consistency with Adopted Labor Policies

Contract: Washington State Nurses Association (Supervisors and Managers - Department of Public Health) [320]

County Department(s):	Seattle-King County Public Health and Adult and Juvenile Detention
Term of Contract:	January 1, 2020 to December 31, 2020
County Negotiator:	Andre Chevalier

Labor Policy	Is Contract Consistent with Adopted Labor Policies? If not, please explain.
Contract Consolidation	Y
Diversity	Y
Project Labor Agreements	N/A
Performance Evaluations	Y
Continuous Improvement	Y
Labor-Management Committees	Y
Labor-Management Partnerships	Y
Mediation	Y
Binding Interest Arbitration	N/A
Interest-based Bargaining	Y
Timeliness of Negotiations	N
Compensation	Y
Overtime	Y
Benefits	Y
Reduction-in-Force	Y
Contracting Out of Work	Y
Use of Temporary and Part-time Employees	Y
Civilian Oversight of Sheriff's Office	N/A
Sheriff's Office Implementation of Report Recommendations	N/A
Legislative Branch Employees and Officials	N/A



FISCAL NOTE

Ordinance/Motion No.	Collective Bargaining Agreement	
Title:	Washington State Nurses Association (Supervising Nurses - Departments: Public Health & Adult and Juvenile Detention (Juvenile Detention))	
Effective Date:	1/1/2020	
Affected Agency and/or Agencies:	Department of Public Health; Department of Adult & Juvenile Detention	
Note Prepared by:	Matthew McCoy, Office of Labor Relations	Phone: 263-1966
Department Sign Off:	Haeyoung Yoon, Chief Financial Officer, DPH	Phone: 263-9042
Supplemental Required? NO <input checked="" type="checkbox"/> YES <input type="checkbox"/>	Note Reviewed by: Drew Pounds, Budget Analyst, PSB	Phone: 263-9236
Supplemental Required? NO <input checked="" type="checkbox"/> YES <input type="checkbox"/>	Note Reviewed by: Andy Bauck, Budget Analyst (Jail Health)	Phone: 263-9771

EXPENDITURES FROM:

Fund Title	Fund Code	Department	2020	2021
DPH	1800	DPH	\$74,700	\$25,500
General Fund	10	Jail Health	\$25,300	\$8,600
TOTAL: Increase FM previous year			\$100,000	\$34,100
TOTAL: Cumulative			\$100,000	\$134,100

EXPENDITURE BY CATEGORIES:

Expense Type	2019	2020	2021
Salaries	\$3,616,000	\$81,400	\$27,700
OT	\$77,000	\$1,700	\$600
PERS & FICA	\$752,000	\$16,900	\$5,800
	\$4,445,000		
TOTAL: Increase FM previous year		\$100,000	\$34,100
TOTAL: Cumulative		\$100,000	\$134,100

ASSUMPTIONS:

Assumptions used in estimating expenditure include:	
1. Contract Period(s):	1/1/2020
2. Wage Adjustments & Effective Dates:	
GWI:	1.50% on 1/1/2020 1.50% on 7/1/2020 Additional .75% cost in 2021 due to mid year GWI
Lump Sum Payment:	
3. Other Wage-Related Factors:	
Step Increase Movement:	
PERS & FICA:	20.35%
Overtime:	Based on 2019 actuals
4. Other Cost Factors:	



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.

The Honorable Claudia Balducci

June 30, 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