



King County

Dow Constantine

King County Executive

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August 23, 2023

The Honorable Dave Upthegrove
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember Upthegrove:

This letter transmits a proposed Ordinance that would, if enacted, ratify a negotiated collective bargaining agreement (CBA) between King County and the Washington State Nurses Association (WSNA). This CBA covers supervisors and managers in the Department of Public Health and the Department of Adult and Juvenile Detention for the contractual period of January 1, 2023, through December 31, 2024.

Adoption of this proposed Ordinance will enable King County to provide bargained for wages, hours, and working conditions to employees who provide nursing care services in our community. Employment terms are designed to continue to develop and maintain a highly engaged, diverse, and culturally responsive and high performing workforce.

The negotiated CBA covers approximately 32 nurse manager, personal health services supervisor, and recruiter positions. Employees in these positions oversee daily operations and supervise medical and administrative staff at Public Health service locations and in the Department of Adult and Juvenile Detention.

The negotiated CBA was reached pursuant to good faith negotiations and collective bargaining between King County and the WSNA, and has been ratified by the bargaining unit.

The terms and conditions of the negotiated Agreement align with the WSNA Staff Unit Agreement and adopt several provisions and standards from the Coalition Labor Agreement (CLA), including provisions related to donated leave, deferred compensation, and sick leave cash-out on retirement.

The general wage increases (GWI) for the negotiated WSNA Supervisor and Manager Unit CBA are the same as those negotiated for the CLA and the WSNA Staff Unit Agreement. The January 1, 2023 and January 1, 2024 changes are four percent each.

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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. The 2023-2024 Biennial Budget included a GWI assumption of four percent each year, therefore a supplemental budget request is not needed.

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 employees needed to further the nursing-related services provided by the County.

If your staff have questions, please contact Megan Pedersen, Director, Office of Labor Relations, at 206-263-2898.

Sincerely,

 for

Dow Constantine
King County Executive

Enclosure

cc: King County Councilmembers
 ATTN: Stephanie Cirkovich, Chief of Staff
 Melani Pedroza, Clerk of the Council
Karan Gill, Chief of Staff, Office of the Executive
Mina Hashemi, Council Relations Director, Office of the Executive
Dwight Dively, Director, Office of Performance, Strategy and Budget
Megan Pedersen, Director, Office of Labor Relations