



**KING COUNTY**

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

**Signature Report**

**Ordinance 19837**

**Proposed No.** 2024-0333.1

**Sponsors** Upthegrove

1           AN ORDINANCE approving and adopting the  
2           memorandum of agreement negotiated by and between  
3           King County and the Washington State Nurses Association,  
4           representing nurse staff in the department of juvenile  
5           detention and the department of public health and  
6           establishing the effective date of the agreement.

7           BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

8           SECTION 1. The memorandum of agreement negotiated by and between King  
9           County and the Washington State Nurses Association, representing nurse staff in the  
10          department of juvenile detention and the department of public health, which is  
11          Attachment A to this ordinance, is hereby approved and adopted by this reference made a  
12          part hereof.

Ordinance 19837

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13            SECTION 2. Terms and conditions of the agreement shall be effective from  
14 January 1, 2025, through and including December 31, 2025.

Ordinance 19837 was introduced on 10/8/2024 and passed by the Metropolitan King County Council on 10/15/2024, by the following vote:

Yes: 8 - Balducci, Barón, Dembowski, Dunn, Mosqueda, Perry, Upthegrove and Zahilay  
Excused: 1 - von Reichbauer

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

Signed by:  
  
E76CE01F07B14EF...  
Dave Upthegrove, Chair

ATTEST:

DocuSigned by:  
  
8DE1BB375AD3422...  
Melani Hay, Clerk of the Council

APPROVED this \_\_\_\_ day of 10/28/2024, \_\_\_\_\_.

Signed by:  
  
4FBCAB8196AE4C6...  
Dow Constantine, County Executive

**Attachments:** A. Memorandum of Agreement by and Between King County and Washington State Nurses Association - Staff Unit

Ordinance 19837

**MEMORANDUM OF AGREEMENT**

**BY AND BETWEEN**

**KING COUNTY**

**AND**

**WASHINGTON STATE NURSES ASSOCIATION – STAFF UNIT**

**Subject:** Washington State Nurses Association Agreement 2025 Extension

**Background:** King County (the County) and the Washington State Nurses Association (WSNA) (together, Parties) are parties to a Collective Bargaining Agreement (CBA) for the period January 1, 2023, through December 31, 2024 (2023-2024 CBA). The parties have bargained in good faith to address their interests regarding establishment of a 1-year extension agreement.

On September 10, 2024, the parties reached tentative agreement on the continuation of some terms and conditions of the 2023-2024 CBA that were scheduled to expire on December 31, 2024. The parties expressly agree the terms and conditions enumerated below modify their 2023-2024 CBA (including addenda).

WSNA supports the terms of this MOA and recommends ratification of this MOA.

**Agreement:** The terms and conditions set forth in this MOA apply to the Staff bargaining unit. The Parties agree:

1. To a one-year extension of their 2023-2024 CBA, through December 31, 2025. Except as provided herein, the terms of the parties' 2023-2024 CBA (including addenda) remain in effect during that time.
2. **COLA** – Effective January 1, 2025, WSNA-represented positions shall receive a cost-of-living adjustment (COLA) applied to 2024 base wages derived from the formula below.

A. COLA will be 95 percent of the average growth rate of the six prior bi-monthly year-over-year percentages in the Seattle-Tacoma-Bellevue Consumer Price Index for Urban Wage Earners and Clerical Workers (All Items, base period 1982-84=100) (CPI-W) through June of the year prior to the year in which the COLA will be applied. For example, the wage adjustment for January 1, 2025, shall be calculated as the average of the year-over-year percentages from the August 2023, October 2023, December 2023, February 2024, April 2024, and June 2024 values of the CPI-W.

B. A year-over-year change means the percentage change in the CPI-W for that measurement compared to the CPI-W for the same month the prior year. For example, the June 2024 year-over-year change is the percentage change in the June 2024 CPI-W compared to the June 2023 CPI-W.

C. Regardless of the result calculated using this formula, the annual COLA shall not be more than 4% and shall not be less than 2%.

3. **Ratification Incentive** - WSNA agrees to this MOA as the result of good faith bargaining, and will notify the King County Office of Labor Relations of the status of their member ratification votes on or before 6:30pm pm on Wednesday, September 18, 2024. Ratification this Agreement by 6:30pm on September 18, 2024, will result in an additional 1.5% General Wage Increase (GWI) effective January 1, 2025. The 1.5% GWI has been updated because the COLA calculation has been determined. The total between the 2025 COLA and the Ratification Incentive will be 5.5%.
4. **Article 7 Health and Insurance Benefits:** The third sentence of Article 7.1 shall be changed to: “The JLMIC has negotiated the benefits agreement for 2023, 2024, and 2025.”
5. **Article 9.2.1:** This Section shall be changed to:

For those jail nurses who are normally assigned to work downtown but are required to use their automobile for their work for the Department, parking shall continue to be provided downtown at the Department’s expense during the term of the contract.

Parking expenses incurred by employees while using personal or Department vehicles in the course of their duties shall be reimbursed by the Department. Claims shall be made on a monthly basis on a form prescribed by the Department to include any required proof of payment as defined by the Department.

Nurses working the evening shift in the jail who desire parking in the Goat Hill Garage must pay for the cost of parking as set by County ordinance. Nurses working the night shift in the jail will be eligible to receive reimbursement for parking in the Goat Hill Garage. Parking options otherwise shall be available for all other jail staff in the same manner as provided all other County employees by ordinance of the King County Council.

Due to extreme recruiting and retention challenges facing Jail Health Services, as well as safety issues facing nurses, nurses working the day shift in the jail will be eligible to park in the Goat Hill Garage and shall pay the “After-Hours” rate. This benefit shall sunset on December 31, 2025, but may be extended by agreement of the parties into the next contract term if severe recruiting and retention challenges remain.

Current practices relating to employee parking at the CCFJC will continue through the term of this Agreement.

**6. New Article 10.13:** The following new Article 10.13 shall be added to the CBA:

The County supports telecommuting and alternative work schedules as work arrangements that strengthen the resiliency of its workforce. Each bargaining unit employee shall have the opportunity to request the option to telecommute or request to have an alternative work schedule. Requests for telecommuting arrangements or alternative work arrangements by employees will not be unreasonably denied. Any denial will be in writing and explain the reasons for the denial.

**7. Replacement of Addendum D of the current CBA:** Addendum D of the 2023-2024 CBA shall be replaced with the following:

The parties met and engaged in Longevity Steps Working Committee work in early 2024, for the purpose of trying to align the Employer’s wage schedule with industry standard steps. The result of this work will become the foundation for the parties’ negotiations of a successor contract.

**8. Successor WSNA Bargaining** – The parties commit to begin meeting in January of 2025, to begin successor negotiations.

**9.** The parties acknowledge that this Agreement is subject to approval by ordinance by the Metropolitan King County Council (the Council) of King County Washington.

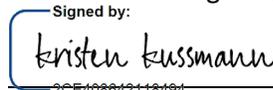
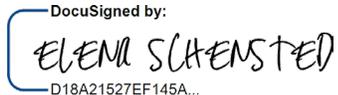
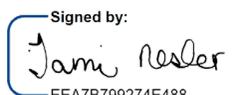
**10.** Any dispute involving the interpretation, application, or alleged violation of any provision of this Agreement shall be subject to the grievance/arbitration procedures in the Collective Bargaining Agreement between the County and WSNA.

**APPROVED** this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

By: \_\_\_\_\_

King County Executive

For The Washington State Nurses Association:

Signed by:  <small>2CE408642118494...</small>	9/20/2024
Kristen Kussmann, Labor Counsel	Date
Signed by:  <small>091AE088158E407...</small>	9/20/2024
Tara Barnes, Nurse Representative	Date
Signed by:  <small>C249A8D79D4E434...</small>	9/24/2024
Tyler Breier	Date
DocuSigned by:  <small>D18A21527EF145A...</small>	9/21/2024
Elena Schendted	Date
DocuSigned by:  <small>74A0D7B258334C6...</small>	9/23/2024
Tina LaJoie	Date
Signed by:  <small>F9495BDDE229476...</small>	9/24/2024
Carolyn Clark	Date
Signed by:  <small>EEA7B799274E488...</small>	9/24/2024
Tami Nesler	Date

**Certificate Of Completion**

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Supplemental Document Pages: 4	Initials: 0
Certificate Pages: 5	Envelope Originator:
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Enveloped Stamping: Enabled	401 5TH AVE
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	SEATTLE, WA 98104
	Cherie.Camp@kingcounty.gov
	IP Address: 198.49.222.20

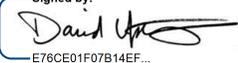
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Storage Appliance Status: Connected	Pool: King County-Council	Location: DocuSign

**Signer Events**

Dave Upthegrove  
 dave.upthegrove@kingcounty.gov  
 Chair  
 Security Level: Email, Account Authentication (None)

**Signature**

Signed by:  
  
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Melani Hay  
 melani.hay@kingcounty.gov  
 Clerk of the Council  
 King County Council  
 Security Level: Email, Account Authentication (None)

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Dow Constantine  
 Dow.Constantine@kingcounty.gov  
 King County Executive  
 Security Level: Email, Account Authentication (None)

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 Signature Adoption: Uploaded Signature Image  
 Using IP Address: 146.129.84.117

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**Electronic Record and Signature Disclosure:**

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You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: [cipriano.dacanay@kingcounty.gov](mailto:cipriano.dacanay@kingcounty.gov)

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