

**Memorandum of Agreement
By and Between
King County
and
Washington State Nurses Association (WSNA)
Staff Unit
And Supervisory Unit**

Subject: 2022 Nurse Retention & Recognition Incentive

Recitals

King County (“County”) and the Washington State Nurses Association (“WSNA”) are parties to collective bargaining agreements (“CBA”) representing staff nurses, and nurse supervisors and managers. Current CBA term is January 1, 2021 – December 31, 2022.

In support of the County’s strategic goal to retain high quality and professional nurses, and to recognize the important public service contributions provided by these employees during the pandemic, the Parties enter into this agreement to formalize a 2022 Nurse Retention and Recognition Incentive (“Retention Incentive”).

Agreements:

1. A one-time \$4,000 Retention Incentive, less mandatory deductions, will be paid to bargaining unit employees in Career Service and Term Limited Temporary (“TLT”) positions if their base position is represented by WSNA subject to the eligibility criteria and conditions below. Short Term Temporary (“STT”) are eligible for a different Retention Incentive described in Part 2 below.

To be eligible for the Retention Incentive, the employee must meet the following conditions:

- i. **CAREER SERVICE AND TLT STATUS.** Employee must be in a non-probationary Career Service or Term Limited Temporary (TLT) status and employed with King County (“County”) on January 1, 2022, and remain employed through December 1, 2022 with the County; EXCEPT employees that retire, were laid off, medically separated, or meet the terms in 1(ii), or died during the 2022 calendar year will also be considered to have satisfied this condition for the Retention Incentive. A TLT that is scheduled to work through December 1, 2022, but is separated by the County prior to that date for non-performance related reasons will also be eligible for the Retention Incentive (e.g., TLT that meets above criteria, but is separated due to misconduct or poor performance is ineligible for the Retention Incentive). All other types of employment separations during the 2022 retention period will disqualify the employee from eligibility for the Retention Incentive. Any employee who receives the \$4,000 Retention Incentive that does not meet the terms of this Agreement will be required to repay the Retention Incentive.

Washington State Nurses Association -- Staff Nurses Unit - Departments: Public Health, Adult and Juvenile Detention (Juvenile Detention) [310 / R2, R2A and [320 / R3, R3A]]

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- ii. **PROBATIONARY STATUS.** An Employee in a Career Service position in probationary status with a hire date in 2022 will also be eligible for the Retention Incentive if their probationary period is successfully completed, and if the employee remains employed with the County for one (1) year from their date of hire. Probationary employees hired after 2022 or that separate prior to one (1) year of employment with the County and/or prior to completing their probationary period will be ineligible for the Retention Incentive.
2. **2022 SHORT TERM TEMPORARY (“STT”).** STT employees will be eligible to receive a different Recognition and Retention Incentive after calculating total 2022 hours worked as of December 1, 2022, as follows:

STT Table	
STT Employee	Incentive Amount
Worked at least 700 hours (as of 12/1/2022)	\$1,500
Worked between 201 and 699 hours in 2022 (as of 12/1/2022)	\$1,000
Worked 200 or fewer hours in 2022 (as of 12/1/2022)	\$0

3. **PAYMENT EFFECTIVE DATE.** This Agreement is subject to King County Council ratification. The effective date for payment of the Retention Incentive will be provided to WSNA once it has been scheduled after December 1, 2022, and after King County Council ratification, whichever occurs later. Payment date(s) may be different depending on employment status (e.g., Career Service, Probationary, STT etc). The Retention Incentive shall be subject to applicable payroll tax, retirement, and other withholdings.
4. **COMPLETE AGREEMENT.** This is the full and final Agreement between the Parties and replaces any prior Agreements or understandings between the Parties. This Agreement shall expire upon completion of all Retention Incentive terms.

FOR KING COUNTY

DocuSigned by:
BY Andre Chevalier
7231D66CAA4F4EF...
Andre Chevalier, Senior Labor Negotiator

DATED 8/24/2022

FOR WSNA (STAFF UNIT)

DocuSigned by:
BY Michelle Moore
FF5521904F84426...
Michelle Moore, BSN, RN, IBCLC

DATED 8/24/2022

FOR WSNA (STAFF UNIT)

DocuSigned by:
BY Tyler Breier
FC38F7584BE44CD...
Tyler Breier, RN, Chair for Staff Nurses

DATED 8/24/2022

FOR WSNA (SUPERVISOR UNIT)

DocuSigned by:
BY Bret Percival
E46D79584F624EA...
Bret Percival, BSN, RN

DATED 8/24/2022

FOR WSNA (SUPERVISOR UNIT)

DocuSigned by:
BY Sean Dumas
586037F8E6E844F...
Sean Dumas, RN, Co-Chair for Supervisors

DATED 8/26/2022

Certificate Of Completion

Envelope Id: 7C3216CA541D401DA06EE462975A7EC2	Status: Completed
Subject: Please DocuSign: 2022 Nurse Retention Incentive Final - Staff and Sups.docx	
Source Envelope:	
Document Pages: 3	Signatures: 5
Certificate Pages: 5	Initials: 0
AutoNav: Enabled	Envelope Originator:
Envelopeld Stamping: Enabled	Andre Chevalier
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	11943 Sunset Hills Rd
	Reston, VA 20190
	Andre.Chevalier@kingcounty.gov
	IP Address: 198.49.222.20

Record Tracking

Status: Original	Holder: Andre Chevalier	Location: DocuSign
8/24/2022 3:18:21 PM	Andre.Chevalier@kingcounty.gov	
Security Appliance Status: Connected	Pool: FedRamp	
Storage Appliance Status: Connected	Pool: King County-King County Executive	Location: DocuSign
	Office-Office of Labor Relations	

Signer Events

Andre Chevalier
 andre.chevalier@kingcounty.gov
 Labor Relations Negotiator
 King County Executive Department-OLR
 Security Level: Email, Account Authentication (None)

Signature

DocuSigned by:

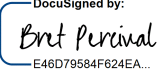
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Electronic Record and Signature Disclosure:
 Not Offered via DocuSign

Bret Percival
 bpercival@wsna.org
 Security Level: Email, Account Authentication (None)

DocuSigned by:

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 Signature Adoption: Pre-selected Style
 Using IP Address: 67.168.153.192

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Electronic Record and Signature Disclosure:
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Michelle Moore
 mmoore@wsna.org
 Security Level: Email, Account Authentication (None)

DocuSigned by:

 FF5521904F8426...
 Signature Adoption: Pre-selected Style
 Using IP Address: 73.19.12.25

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 ID: 3f232d43-f060-4405-8bd5-f9108ebe0ce7

Sean Dumas
 Eastpasco1985@gmail.com
 Security Level: Email, Account Authentication (None)

DocuSigned by:

 586037F8E6E844F...
 Signature Adoption: Drawn on Device
 Using IP Address: 146.129.239.7
 Signed using mobile

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 Resent: 8/26/2022 8:54:47 AM
 Resent: 8/26/2022 8:55:03 AM
 Resent: 8/26/2022 11:20:40 AM
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 Signed: 8/26/2022 12:31:24 PM

Signer Events	Signature	Timestamp
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 ID: cab5d373-5f1c-4b8f-8249-53d933cea79c

Tyler Breier
 tbreier@kingcounty.gov
 Security Level: Email, Account Authentication
 (None)



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 Signed: 8/24/2022 3:39:47 PM

Signature Adoption: Pre-selected Style
 Using IP Address: 73.157.93.120

Electronic Record and Signature Disclosure:
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Agent Delivery Events	Status	Timestamp
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Intermediary Delivery Events	Status	Timestamp
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Certified Delivery Events	Status	Timestamp
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Carbon Copy Events	Status	Timestamp
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Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Certified Delivered	Security Checked	8/24/2022 3:38:12 PM
Signing Complete	Security Checked	8/24/2022 3:39:47 PM
Completed	Security Checked	8/26/2022 12:31:24 PM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure
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- ii. send us an email to bmconnaughey@kingcounty.gov and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

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