**SUBJECT:** The proposed Ordinance would ratify a negotiated memorandum of agreement (MOA) between King County and the Washington State Nurses Association (WSNA) Bargaining Unit in the Department of Public Health and the Department of Adult and Juvenile Detention concerning COVID-19 testing during the COVID-19 pandemic.

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| **CBA Description:** | King County and Washington State Nurses Association  Departments: Public Health, Adult and Juvenile Detention [310] |
| **County Spokesperson:** | Andre Chevalier, Labor Relations Negotiator, Office of Labor Relations |
| **Union**  **Spokespersons:** | Lane Toensmeier (Union Representative for WSNA Staff Unit) |

**UNIT OVERVIEW:** The bargaining unit that WSNA represents are staff nurse classifications. These employees primarily work for Seattle-King County Department of Public Health. The employees fulfill a variety of nursing care roles throughout King County.

**BARGAINING HISTORY:**

* April 2020 – Parties began negotiations for the MOA.
* May 2020 – Parties concluded negotiations for the MOA.
* June 2, 2020 – Parties executed a tentative agreement on the MOA.

**SUMMARY OF KEY CHANGES:**

1. **MOA Term:** March 16, 2020, through the emergency response effort to COVID-19.
2. **Compensation Changes:** (Refer to the Fiscal Note for expenditures)
   1. **Add-to-Pay Provisions:** Nurses assigned to conduct nasopharyngeal culture swabbing and/or serology antibody blood testing, or similar medical procedures used to test individuals for COVID-19 or COVID-19 antibodies, will be paid a premium of 5% above their base rate of pay for actual hours worked. Employees are only eligible to receive the COVID-19 Testing Premium while assigned to do testing work, which may include full or partial workdays. In addition, the COVID-19 Testing Premium shall not apply to any paid leave hours and shall not apply if the employee is eligible to receive a different COVID Premium (i.e., no stacking of COVID premiums).

The COVID-19 Testing Premium is anticipated to cost $89,000 to continue providing testing services during the COVID-19 response.

**FISCAL IMPACT:** The projected fiscal impact of this agreement is $89,000, and is based upon the Department of Public Health modeling of their emergency response to the COVID-19 pandemic. 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.

**INVITED:**

Andre Chevalier

Jerry DeGrieck

Hanna Welander (WSNA)