

**DRAFT**  
**MEMORANDUM OF AGREEMENT**  
**Between**  
**KING COUNTY**  
**And**  
**WASHINGTON STATE NURSES ASSOCIATION**

**Subject: Compensation, Retroactivity, and Implementation Agreement for 2026-2029 Collective Bargaining Agreements for Staff (Binder 310) and Supervisory (Binder 320) Bargaining units.**

**Agreement:**

1. For the purpose of this Agreement, the “Effective Date” is defined as the first day of the first full pay period following the effective date of the ordinance, which is ten days following the King County executive’s approval signature following full and final ratification of this agreement.
  
2. Retroactive payment of the General Wage Increase effective January 1, 2026 (“Contract Settlement GWI”) shall be made to all employees represented by the WSNA Staff and Supervisory Bargaining Units as follows:
  - A. Retroactive payment of the Contract Settlement GWI will be issued to all employees who are employed by the County in the WSNA Staff and Supervisory Bargaining Units on the Effective Date.
  - B. Retroactive payment of the Contract Settlement GWI will be issued to all employees who accepted another job in King County not represented by the WSNA/Staff bargaining unit and are still employed with the County on the Effective Date.
  - C. Employees who resign, retire, or are terminated or separated for any reason prior to the Effective Date shall not receive a retroactive payment.
  - ~~D.~~ The County shall not make any post-hire adjustments to employees’ salary steps or make Contract Settlement Increase payments based on subsequent collective bargaining settlements or retroactive pay associated with other unions.
  - ~~E.~~ The Contract Settlement GWI will be applied to all 2026 retro pay eligible earnings. Ineligible earnings include adjusted earnings for prior periods outside the retroactive period, grievance settlements, prior retroactive payments, fixed rate pay premiums that have not increased, L&I payments, and hours coded as no pay or as absent without leave. Special duty and work-out-of-classification premiums shall be adjusted per prior practice with the WSNA unit. Percentage based premiums shall be adjusted by the GWI as applicable but shall not be recalculated from the base position for which the

premium rate was derived from.

3. Article. ~~6.76.5~~ Longevity

- Eff. Jan. 1, 2028
  - Strike section ~~6.76.5~~ of Binder 310 and corresponding section in Binder 320.
  - Replace Addendum A of Binder 310 and corresponding addendum in Binder 320 with ~~wage scale~~ new wage scale.
  - Bargaining Unit members will move on to the scale at the step which is closest to their current pay (base hourly rate of pay plus longevity) without a loss in pay. Such transition to the new wage scale will be based on the pay scale in effect Dec. 31, 2027, i.e. the Jan. 1, 2028 GWI will be applied to the nurse's new step.

4. The parties will meet in December 2028 to negotiate a second implementation MOA that will include the 2028 wage scale.

5. All other provisions of the CBA shall be implemented prospectively on the Effective Date and shall not be applied retroactively, unless otherwise specified. Non-retroactive provisions include, but are not limited to, changes to any compensation (e.g., pay premiums, salary increases, special allowances), parking, changes in hours and working conditions.

**Commented [JC1]:** Suggesting this as we wont know the 2028 COLA until late 2027. An implementation agreement that directs KC payroll on both the new scale and transition onto that scale would probably be helpful.