

Memorandum of Agreement

By and Between

King County

and

**Washington State Nurses Association - Staff Nurses and Supervisors Nurses –
Departments: Public Health, Adult and Juvenile Detention (Juvenile Detention) [310]**

and

**Washington State Nurses Association - Supervisors and Managers –
Department of Public Health [320]**

Subject: 2020-2021 Continuing Education (CE) Carryover Agreement

King County (the County) and the Washington State Nurses Association (the Association) enter into this Memorandum of Agreement (MOA) with the aim of supporting nurse staffing levels in jail facilities by a modification to scheduling and use of Continuing Education (CE) time off.

1. Nurses in Jail Health Services who initiated CE time off requests in 2020 that were still pending when this MOA was executed may, in the event those CE requests are denied subsequent to said execution, carry over that requested CE time to 2021. Should any CE time requested in 2020 that was approved at the time when this MOA was executed be subsequently, voluntarily rescinded by the nurse, that CE time may also be carried over to 2021.

2. If a nurse has other unused CE time in 2020, that is not related to either a pending or approved CE request for which the time is denied or rescinded subsequent to the execution of this MOA, that additional unused CE time will not carry over into 2021.

3. If a nurse is eligible to receive reimbursement for a CE course for which attendance was denied, the funds for that course will also carry over and be available for use in 2021.

4. The County will provide written confirmation to individual nurses documenting the amount of additional CE carryover hours that will be available to them for use in 2021.

5. Any CE hours (or reimbursement funds) that remain unused in 2021 will not carry over into 2022.

6. The parties do not intend to create a past practice or precedent related to unused CE time through this MOA. This Agreement shall expire on January 1, 2022.

For the Washington State Nurses Association –
Staff Nurses:

Michelle Moore, BSN, RN
Nurse Representative

Date

For the Washington State Nurses Association –
Supervisor Nurses:

Sydne James, BSN, RN
Nurse Representative

Date

For King County:

Andre Chevalier
Labor Relations Negotiator
Office of Labor Relations
King County Executive Office

Date