

**Memorandum of Agreement
By and Between
King County
and
Washington State Nurses Association
Staff and Supervisor Bargaining Units**

Subject: Contract Implementation & Special Duty Pay Rates (WSNA Staff and Supervisors Units)

Background: King County and the Washington State Nurses Association (Parties) renegotiated contract language on the Work Outside of Classification provisions of the collective bargaining agreements (Article 14) that became effective January 1, 2021.

Two nurses on special duty assignments during this time received pay decreases on their special duty pay rates in 2021 as a result of the new contract terms, which was an unforeseen outcome of implementation of the new contract terms. Thus, the purpose of this Agreement is to apply the prior collective bargaining agreement Work Outside of Classification pay terms (Article 14) to special duty assignment(s) worked by the two nurses from January 1, 2020 through their current special duty assignments to rectify the unforeseen pay reductions.

Agreement:

1. The County and Union agree the Work Outside of Classification terms in the Parties CBA that expired December 31, 2020, will be used to recalculate and increase the special duty pay for employee, PS#000065087, in the WSNA Supervisor Unit, effective January 1, 2021, through the term of their current special duty assignment.
2. The County and Union agree the Work Outside of Classification terms in the Parties CBA that expired December 31, 2020, will be used to recalculate and increase the special duty pay rate for employee, PS#000073733, in the WSNA Staff Unit, effective January 1, 2021, through the term of their current special duty assignment.
3. This Agreement and all its terms shall expire upon the completion of the two employees' current special duty assignments. New special duty or work outside of classification assignments shall be under the applicable collective bargaining agreement terms negotiated after the CBA that expired December 31, 2020, and will be used to recalculate Special Duty or Work Outside of Class pay rates for the nurses identified above.
4. This is the entire and complete Agreement between the Parties, and is not intended to set a past practice or precedent.

For King County:

DocuSigned by:
BY Andre Chevalier
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Andre Chevalier

DATED 7/19/2022

For WSNA (STAFF UNIT)

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

DATED 7/20/2022

WSNA (SUPERVISOR UNIT)

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

DATED 8/1/2022