

Washington State Nurses Association – Seattle-King County Public Health

Highlights of Tentative Agreement Jan. 1, 2023 – Dec. 31, 2024 CBA for Staff Nurses

Economics:

General Wage Increase - Across the board rate increases of 4% and 4% for years 2023 and 2024. Retroactive to January 1, 2023.

Overhaul of RN Wage Rate to Create Parity with PHNs – *Upon ratification of the agreement by both parties*, wage rates for the RN classification shall be increased to align with the wage rates of the PHNs. This will result in increases ranging from 12.75% to 18.67%, when the GWI is included.

Ratification Incentive - Those career service (and TLT) classifications not receiving a wage rate increase based on the RN – PHN parity agreement, or the Psych ARNP's in JHS who received a classification increase in 2022, shall receive a \$1,000 (minus payroll taxes and withholdings) ratification incentive. A Nurse must be on payroll status on the day of the effective date of this agreement, which is a ratification by vote of WSNA members and subsequent ratification by the County.

Maintain current Comp Time – We successfully rejected County's proposal to replace current system with a fixed 80 hour annual cap.

Holidays – Juneteenth and Indigenous Peoples' Day added to CBA.

Longevity working committee – to align the Employer's wage schedule with industry standard steps. The result of this work is intended to become the foundation for the parties' next contract negotiations.

Emergency Medical Leave Fund – Pilot Program extended, improved and process clarified.

4 new certification premiums for ARNP's added.

LPN licenses for renewal will be reimbursable. With RN promotions, past LPN experience will be considered for placement on wage scale.

Retired nurses returning to work at county have increased access to sick time that was not converted to VEBA.

Following 6 months probation, nurses will advance to next wage step

Deferred compensation: auto enrollment for new employees at 3%, may opt out at

any time
Safety

Parking - Day shift nurses at KCCF will ~~now~~ be able to park at the Goat Hill facility for the subsidized rate available to night shift (currently \$7/day).

Working Conditions

Section 6.9.D.1 modified - Prevention Nurses who earn standby/callback/clinical call pay may now be offered flex time per 10.4.

Jail Work Schedules - Language changes in Sec. 10.11.1 to emphasize filling vacant shifts with WSNA-represented staff instead of agency RNs.

New Pilot Program - Jail Relief Nurse (JRN) – Addendum H - Creates a one-year trial during which the County will create up to 6.0 FTE flexible patterns within JHS. A JRN is a bid flexible pattern without a set pattern schedule. Instead the JRN's schedule each month may vary depending on operational need.

Gender-neutral language provision across the contract.

Additional non-discrimination descriptions now included.

Shared staffing MOU edited to reflect practice. We succeeded in retaining protections for staff nurses.