

## WSNA-KING COUNTY GENERAL NEGOTIATIONS

- **Wages**
  - 2026: 3.75%
  - 2027: 3.75%
  - 2028: 3-4% of CPI
  - 2029: 2-4% of CPI
  - FULL retro pay back to January 1, 2026
- **Increased Steps (eff. Jan. 1, 2028):**
  - The 11-step wage scale will be converted to a 21-step scale.
  - We rejected the County's concept of simply taking the 11-step scale and stretching it out to 21 steps and won language *ensuring that the wages at steps 1-11 will be the same or higher than they would be under the existing language.*
  - Longevity has been incorporated into the wage scale starting in 2028. The existing longevity premiums will be incorporated at the earliest step a nurse could have received it, ensuring that *nurses will earn longevity more quickly going forward.*
    - Ex. The existing 2% premium reached after 8 years with the County has been incorporated to Step 8. So, a nurse who started at the County at Step 3 would earn that longevity premium after 5 years with the County instead of 8.
  - Step 21 will include the equivalent of a new longevity premium of 8%, an increase of 1% from the current max longevity premium of 7%, *adding new money for the County's most experienced RNs.*
  - The addition of steps 12-21 will *better position us for future negotiations to bring these steps closer to market.*
- **New Hire Step Placement Language:** The staff CBA will now include language specifying the step placement credit RNs will receive (1 step for 2 years of RN or 3 years of LPN experience, rounded), ensuring that current practices will be followed and will not be subject to management discretion going forward. Art. 11.6 (staff only).
- **No Retaliation for Raising Staffing Concerns:** New language encourages nurses to raise staffing concerns and prohibits retaliation for doing so. Art 5.4 (staff only).
- **Reduced Rate Parking:** We fought hard to retain the reduced rate parking at Goat Hill Garage for the life of the contract. Art. 9.2.
- **Bilingual Pay:** Bilingual pay will now be either \$1/hour or \$2/hour, depending on whether bilingual skills are desired or required. For a full-time nurse, this works out to approximately \$2080 or \$4160 per year, compared to the current \$650/year that the \$25/pay period amounts to. Art. 6.12.
- **Increased Continuing Education Pay for Part-Time FTEs:** The County agreed to language that conformed to WSNA's interpretation that the County may not pro-rate the 32 hours of Continuing Ed funds received by RNs based on FTE, guaranteeing that part-time employees will receive the full allotment of education hours. Art. 23.1 (staff only).
- **Master's/Doctoral Degree Premium:** RNs who obtain an advanced degree while working for the County will receive a premium (nurses who come to the County with an advanced degree already receive a premium). Art. 6.18.
- **Sick Leave:** Expanded the definition of a family member to include individual who

resides in employee's home or where relationship creates expectation of care, and expanded the reasons sick leave can be used to include school closures in response to emergency. Art. 17.5 & 17.6.

- **Choice of Leave:** New language guarantees the right for RNs to choose what type of leave to use (sick, vacation, or paid holiday) when caring for a sick family member. Art. 17.14.
- **Discrimination:** New contract language will ensure that allegations of discrimination can be processed through Step 3 of the grievance process (previous language limited discrimination complaints to HR or the Equity Workforce Manager), ensuring RNs can be represented by the Union through the grievance process, and creating more transparency and accountability. Art. 2.3.
- **Protection from Workplace Violence:** New language requires signs to be posted communicating the County's zero-tolerance policy for workplace violence. Art. 28.8.
- **Protection for Breaks:** New language clarifies that breaks *must* be reported, and further that nurses will not be retaliated for accurately reporting missed breaks. The new language also commits the County to ensuring missed breaks can be recorded in the electronic timekeeping system, and reducing barriers to reporting missed breaks. Art. 10.3 (staff only).
- **WSNA PAC Deductions:** New language will allow RNs who choose to support the WSNA PAC to have deductions made directly from their paycheck. Art. 3.11.
- **Minimal Takeaways:** We fought off many takeaways and made only minimal concessions.
  - Probationary employees must complete probation by 9/30 to receive a Jan. 1 step increase. Art. 12.1.
  - Defended against attempt to discontinue discounted parking.
  - Defended against proposal to limit comp time hours to being used by March 31.
  - Defended against proposals that would have made it easier for the County to make changes to teleworking.
  - Defended against attempted reduction of layoff rights.
  - Defended against attacks on limiting Paid Parental Leave rights.
- **Why a four-year contract?** Throughout negotiations, we were advocating for a two-year contract, so that our contract would align with the County's budgetary cycle, giving us the best opportunity to advocate for fair raises before the budget was finalized. Meanwhile, the County was advocating a three-year contract, because it provided them with more financial stability. A four-year contract meets both of those interests. Additionally, these negotiations lasted so long, a two-year contract would have meant heading right back to the table in six short months.