

MEMORANDUM OF AGREEMENT
Between
KING COUNTY
And
WASHINGTON STATE NURSES ASSOCIATION

**Subject: Compensation, Retroactivity, and Implementation Agreement for 2023-2024
Collective Bargaining Agreement**

Agreement:

1. For the purpose of this Agreement, the “Effective Date” is defined as the first day of the first pay period after the Ordinance following adoption of this Agreement by the King County Council.

2. Retroactive payment of the General Wage Increase for 2023 (“Contract Settlement GWI”) shall be made to all employees represented by the WSNA/Staff bargaining unit as follows:

A. Retroactivity will be issued to all employees who are employed by the County on the Effective Date.

B. Retroactivity 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 Contract Settlement GWI will be applied to all 2023 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.

3. The salary range increase for Registered Nurses (PHN parity) shall be implemented on the Effective Date and shall not be applied retroactively. When the wage range increases, nurses shall be placed on the new wage rate on a corresponding “step to step” basis.

4. 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.