

February 26, 2026

Via Email jacrowe@kingcounty.gov
amarshall@kingcounty.gov

James Crowe, King County Labor Negotiator
Angela Marshall, King County Interim Director OLR

RE: Cease and Desist and Demand to Bargain (Changes to Working Conditions)

Dear James,

WSNA has been made aware that the County is implementing significant unilateral changes to members' working conditions. Changes include but are not limited to telework, changes to work schedules, changes to shift lengths, workload requirements and reporting structures. In order to carry out our responsibilities as the collective bargaining representative of the nurses employed at King County, the Washington State Nurses Association requests that you provide us with the following information:

1. Any telework agreements, policies, guidelines, memoranda or written documentation.
2. Any documentation supporting 'operational need' for the unilateral changes listed in question 3.
3. Any written communication provided to members regarding **changes to telework, changes to work schedules, changes to shift lengths, workload requirements and reporting structures.**
4. Any feedback provided by members that was considered in the unilateral changes listed in question 3.
5. Any written documentation related to equity considerations for the changes listed in question 3.

We demand that you **Cease and Desist changes to working conditions that impact the Nurses and bargain with WSNA.**

If you have questions, please contact me at 206-575-7979 or Lburbank@wsna.org.

Respectfully,

Linda P. Burbank

Linda P. Burbank, JD, BSN, RN
WSNA Nurse Representative

Cc: Robin Laurence, Interim Chief Nurse Officer, Public Health
Tamara Hikari, Deputy Director, Public Health
Alex Golan, Employee & Labor Relations Manager
Christopher Salatka, RN Local Unit Vice-Chair
Annie Roberts, RN Local Unit Secretary/Treasurer