

**Memorandum of Agreement  
By and Between  
King County  
and  
Washington State Nurses Association - Supervisors and Managers - Department of Public  
Health [320 / R3, R3A] and Washington State Nurses Association – Supervisors  
Departments: Public Health, Adult and Juvenile Detention (Juvenile Detention)**

**SUBJECT: Juneteenth and Indigenous Peoples’ Day**

**Background**

1. King County (the County) and the Washington State Nurses Association - Supervisors and Managers (the Union) are Parties to a Collective Bargaining Agreement (CBA) effective January 1, 2021, to December 31, 2022.

2. Per Ordinances 19208 and 19209 passed by the King County Council in 2020, the County will implement Indigenous Peoples’ Day and Juneteenth as holiday days for County government effective in 2022.

**Agreement:**

1.

**Section 15.1. Holidays Observed.** The following days or days in lieu thereof shall be recognized as legal holidays without salary deduction:

<b>HOLIDAY TABLE</b>		
1	New Year’s Day	January 1st
2	Martin Luther King Jr.’s Birthday	Third Monday in January
3	Presidents’ Day	Third Monday in February
4	Memorial Day	Last Monday in May
5	<b>Juneteenth</b>	<b>June 19 beginning in 2022</b>
6	Independence Day	July 4th
7	Labor Day	First Monday in September
8	<b>Indigenous Peoples Day</b>	<b>Second Monday in October beginning in 2022</b>
9	Veterans’ Day	November 11th
10	Thanksgiving Day	Fourth Thursday in Nov.
11	Day after Thanksgiving	
12	Christmas Day	December 25th

13	Two (2) Personal Holidays	
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Whenever any legal holiday, as described above, falls upon a Sunday, the following Monday shall be a legal holiday. Whenever any legal holiday falls upon a Saturday, the preceding Friday shall be the legal holiday.

2. This Agreement does not change any other CBA provision, policy, or practice regarding the observance of paid holidays.

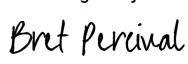
3. In addition to the applicable collective bargaining agreement, this MOA is the full and final agreement of the parties related to the new Juneteenth and Indigenous Peoples' Day holidays. It is understood that all changes resulting from this Agreement shall be implemented prospectively upon the effective date of this Agreement.

4. Any disputes regarding the interpretation or application of this Agreement shall be resolved by the parties using the grievance procedures of the applicable collective bargaining agreement.

5. This Agreement is effective upon signature by all parties. Electronic signatures will have the same force and effect as does an original signature on this document. This Agreement may be signed in counterparts, which together shall constitute the entire agreement.


6. This Agreement expires upon re-execution, modification, or incorporation into the parties' successor agreement.

For Washington State Nurses Association-Supervisors and Managers

DocuSigned by:  
  
 Bret Percival, BSN, RN  
 WSNA Representative

5/20/2022  
 Date

For King County:

DocuSigned by:  
  
 Andre Chevalier  
 Labor Relations Negotiator - Senior  
 Office of Labor Relations  
 King County Executive Office

5/20/2022  
 Date