

**LETTER OF AGREEMENT
BY AND BETWEEN
WHATCOM COUNTY, WASHINGTON
AND
WASHINGTON STATE NURSES ASSOCIATION**

This Letter of Understanding is by and between Whatcom County ("the County") and the Washington State Nurses Association ("the Union") regarding the Collective Bargaining Agreement ("CBA") dated January 1, 2021 – December 31, 2022.

The County recognizes the Union's agreement to no across the board wage increases in 2021. This agreement helped to protect County jobs and offer stability during the COVID-19 pandemic.

It is the County's intent to recognize those groups that did not receive a wage increase in January 2021.

The parties agree as follows:

- 1. Effective July 11, 2021 each wage step in all ranges of the 2021 hourly matrix shall increase by 2% (Addendum B).

The foregoing being the agreement of the Parties is in addition to such other provisions in the CBA. This Letter of Understanding shall be effective as of the date of Council approval.

Name	Signature	Date
Karen S. Goens, Human Resources	 <small>DocuSigned by: 6A9EA2C50D994E1...</small>	6/3/2021
Mike Sanderson, WSNA Labor Rep.	 <small>DocuSigned by: 6DE4D30D7A1A4AC...</small>	6/3/2021
Satpal Sidhu, County Executive	 <small>DocuSigned by: 7373A1F2A59A4FD...</small>	6/3/2021

Approved as to Form:


DocuSigned by:
6E6516998582416...
George Roche, Senior Civil Deputy Prosecuting Attorney

6/3/2021
Date

Date Approved by Council: June 15, 2021