



Snohomish County Council

Committee: COW

Analyst: Heidi Beazizo

ECAF: 22-1329, 22-1330 and 22-1331

Proposal: Mot. 22-559, 22-560 and 22-561 **Date:** December 22, 2022

Consideration

The Executive's Office requests Council consider approving proposed Motions 22-559, 22-560 and 22-561 which would approve 2023 Collective Bargaining Agreements (CBA) between Snohomish County and three units transitioning from the Snohomish Health District into the County.

Background

On June 8th Council approved a Notice to withdraw from the Snohomish Health District through Motion 22-248¹. These actions set in motion the integration of the Health District into the County, which must take place by the end of the year.

On October 26th, Council approved three ordinances necessary to effectuate the integration of the Health District into the County.²

Ordinance 22-067³ establishes initial terms of employment of county employees formerly employed by the Snohomish Health District; the Council previously approved Motion 22-544⁴ and 22-543⁵ authorizing 2023 agreements for the Washington and Washington State Nurses Association and Washington State Council of County and City Employees AFSCME, AFL - CIO, Local 1811, respectively.

Current Proposal

Scope: Each agreement covers: Insurance Benefits, Wages, Longevity or Service Pay, Bilingual Premium Pay, Leave Accruals, Sick Leave Cash Out, Sick Leave Payment/Employee Death, Floating Holidays, Bereavement Leave, Compensatory Time, Membership Dues Reimbursement, Field Staff Vehicles, Probationary Periods, Disciplinary Actions, Reduction in Force, Short-Term Emergency Furloughs, Deferred Compensation, VEBA, and Grievance Procedures.

Motion 22-559 approves a 2023 CBA with Washington and Professional and Technical Employees Local 17 Representing Environmental Health Unit Employees.

Motion 22-660 approves a 2023 CBA with Washington and Professional and Technical Employees Local 17 representing Environmental Health Unit Supervisors.

Motion 22-661 approves a 2023 CBA with Washington and Professional and Technical Employees Local 17 representing Allied Professional Health Unit Employees.

Duration: January 1, 2023 through December 31, 2023

2023 Budget: N/A

¹ [Snohomish County Council - File #: 2022-0600 \(legistar.com\)](#)

² Ordinance 22-060, Ordinance 22-061 and Ordinance 22-062

³ [Snohomish County Council - File #: 2022-1171 \(legistar.com\)](#)

⁴ [Snohomish County Council - File #: 2022-1290 \(legistar.com\)](#)

⁵ [Snohomish County Council - File #: 2022-1288 \(legistar.com\)](#)

Future Budget Impacts: N/A

Handling: Urgent

Approved-as-to-form: N/A (Collective Bargaining Agreement)

Risk Management: YES

Executive Recommendation: APPROVE

Request: Assign to COW and add to the GLS agenda for consideration on December 28th for Council to consider taking action.