



## 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 22-248<sup>1</sup>. 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 26<sup>th</sup>, Council approved three ordinances necessary to effectuate the integration of the Health District into the County.<sup>2</sup>

Ordinance 22-067<sup>3</sup> establishes initial terms of employment of county employees formerly employed by the Snohomish Health District; the Council previously approved Motion 22-544<sup>4</sup> and 22-543<sup>5</sup> 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

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

<sup>2</sup> Ordinance 22-060, Ordinance 22-061 and Ordinance 22-062

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

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

<sup>5</sup> [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 28<sup>th</sup> for Council to consider taking action.