



# Snohomish County Council

## Legislation Details (With Text)

**File #:** 2022-1290      **Version:** 1

**Type:** Motion      **Status:** Approved

**File created:** 12/8/2022      **In control:** General Legislative Session

**On agenda:** 12/14/2022      **Final action:** 12/14/2022

**Title:** Motion 22-544, authorizing the County Executive to sign the 2023 Collective Bargaining Agreement between Snohomish County, Washington and Washington State Nurses Association

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Motion 22-544, 2. Staff Report, 3. WSNA Collective Bargaining Agreement - SIGNED, 4. Motion Assignment Slip

Date	Ver.	Action By	Action	Result
12/14/2022	1	General Legislative Session	Approved	Pass
12/13/2022	1	Administrative Session	Assigned	

### Executive/Council Action Form (ECAF)

**ITEM TITLE:**

Motion 22-544, authorizing the County Executive to sign the 2023 Collective Bargaining Agreement between Snohomish County, Washington and Washington State Nurses Association

**DEPARTMENT:** Central Human Resources

**ORIGINATOR:** Brittany Johnson

**EXECUTIVE RECOMMENDATION:** Lacey Harper (12/9/22)

**PURPOSE:** Authorizing the County Executive to sign the 2023 Collective Bargaining Agreement between Snohomish County and the Washington State Nurses Association.

**BACKGROUND:** This is a one (1) year agreement with the Washington State Nurses Association, effective January 1, 2023 through December 31, 2023. This agreement represents the first agreement with the County for this group of employees as prior to January 1, 2023 they have been employed by the Snohomish Health District. This agreement provides for continuation of many of the provisions provided by the Health District previously. This includes bilingual premium pay at \$50 per month or \$100 per month if a certified interpreter, vacation leave accruals beginning at 8 hours per month the first year and capping at 20 hours per month beginning the 22<sup>nd</sup> year, sick leave cash out for legacy employees hired prior to January 1, 2015 of 25% for years seven (7) through fourteen (14) and 50% for fifteen (15) or more years of service, three (3) legacy floating holidays; and other changes creating operational consistencies. Appendix A establishes wage adjustments of five percent (5.0%) beginning January 1, 2023 and calls for an equity lump sum payment for those employed on January 1, 2023, in the amount of \$1,000, \$2,000, or \$3,000, to be determined by an employee's top step annual salary. This agreement covers approximately 13 employees.

