



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Ordinance 19141

Proposed No. 2020-0222.1

Sponsors Balducci

1 AN ORDINANCE approving and adopting the
2 memorandum of agreement regarding the COVID-19
3 Testing Agreement covering employees in the Seattle-King
4 County department of public health and the department of
5 adult and juvenile detention; and establishing the effective
6 date of the agreement.

7 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

8 SECTION 1. The memorandum of agreement regarding the COVID-19 Testing
9 Agreement, covering employees in Seattle-King County department of public health and
10 the department of adult and juvenile detention, which is Attachment A to this ordinance,
11 is hereby approved and adopted by this reference made a part hereof.

Ordinance 19141

12 SECTION 2. Terms and conditions of the agreement shall be effective from
13 March 16, 2020, through and including the period of time of the COVID-19 response.
14

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

DocuSigned by:
Claudia Balducci
F8830816F1C4427/...

Claudia Balducci, Chair

ATTEST:

DocuSigned by:
Melani Pedroza
8DE1BB375AD3422/...

Melani Pedroza, Clerk of the Council

APPROVED this ____ day of 7/31/2020, ____.

DocuSigned by:
Dow Constantine
4FBCAB8196AE4C6/...

Dow Constantine, County Executive

Attachments: A. Memorandum of Agreement By and Between King County and Washington State Nurses Association Departments Public Health, Adult and Juvenile Detention

ATTACHMENT A

Memorandum of Agreement

By and Between

King County

and

**Washington State Nurses Association - Staff Nurses - Departments: Public Health,
Adult and Juvenile Detention (Juvenile Detention)**

Subject: COVID-19 Testing

Background:

Seattle-King County Public Health and other agencies are rapidly expanding their healthcare response capacities to address the COVID-19 pandemic. One key component of the response strategy is to conduct COVID-19 nasal and blood testing, otherwise known as nasopharyngeal culture swabbing or serology antibody blood testing, on individuals in the community and in the workplace.

The purpose of this Agreement between King County (the County) and the Washington State Nurses Association (the Union) is to establish terms for County employees (FLSA exempt and non-exempt) represented by the Union, who are referred to herein as “**Employees**” and who are performing COVID-19 testing during the pandemic.

Agreement:

1. COVID-19 Testing Premium. Employees responsible for conducting nasopharyngeal culture swabbing and/or serology antibody blood testing, or similar medical procedures used to test individuals for COVID-19 or COVID-19 antibodies, will be paid a premium of 5% above their base rate of pay for actual hours worked as provided herein. Employees are only eligible to receive the COVID-19 Testing Premium while assigned to do testing work, which assignments may include full or partial workdays. In addition, the COVID-19 Testing premium shall not apply to any paid leave hours and shall not apply if the employee is eligible to receive a different COVID Premium (i.e., no stacking of COVID premiums).

A. Any applicable premium pays in the collective bargaining agreement (CBA) shall also apply in conjunction with the COVID-19 Testing premium, except as noted herein.

2. Duration of Agreement:

A. Duration. This Agreement shall be effective retroactive to the first calendar day that Employees began administering COVID-19 testing (approximately March 16, 2020) and may be terminated by the County at any time it decides to cease testing as provided for under this

Agreement. Notice of such termination shall be provided to the Union. This Agreement is subject to full and final ratification by each of the parties.

For the Washington State Nurses Association –
Staff Nurses:



Lane Toensmeier
Labor Counsel



Date

For King County:



Andre Chevalier
Labor Relations Negotiator
Office of Labor Relations
King County Executive Office

6 - 2 - 2020

Date