

February 6, 1989

INTRODUCED BY 1043 NORTH

PROPOSED NO. 89-142

ORDINANCE NO. 8897

AN ORDINANCE approving and adopting the memorandum of understanding negotiated by and between the Seattle-King County Department of Public Health and the Washington State Nurses Association representing the personal health services supervisors, establishing the effective date of said agreement, and amending Ordinance 8198, Section 2.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

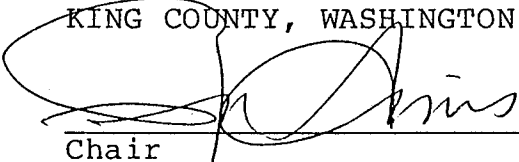
SECTION 1. The memorandum of understanding negotiated between the Seattle-King County Department of Public Health and the Washington State Nurses Association - personal health services supervisors unit, and attached hereto is hereby approved and adopted and by this reference made a part hereof, and incorporated into the collective bargaining agreement approved by Ordinance 8198, conditioned upon ratification by the Seattle City Council.

SECTION 2. Ordinance 8198, Section 2, is hereby amended to read as follows: Terms and conditions of said collective bargaining agreement shall be effective from January 1, 1987 through and including December 31, (~~1987~~) 1989, with the terms of the memorandum of understanding effective from January 1, 1989 through and including December 31, 1989.

INTRODUCED AND READ for the first time this 20th day of March, 1989.

PASSED this 27th day of March, 1989.

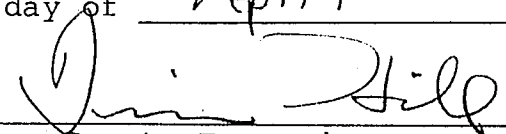
KING COUNTY COUNCIL
KING COUNTY, WASHINGTON


Chair

ATTEST:


Clerk of the Council

APPROVED this 6th day of April, 1989.


King County Executive

con 39:C-WNP-ORD

8897

MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
THE SEATTLE-KING COUNTY DEPARTMENT OF PUBLIC HEALTH
AND
WASHINGTON STATE NURSES ASSOCIATION
SUPERVISORS UNIT

The parties to the collective bargaining agreement met in December of 1988 to discuss certain inequities which exist in compensation matters in the agreement due to expire December 31, 1989. The parties hereby agree to amend the agreement as provided herein. It is recognized that same shall not set a precedent nor create any other obligation for either party to make such revisions midterm in future agreements.

With that intent in mind the parties hereby agree as follows, subject to Council legislative action necessary to implement such agreement and recognizing that work performed beginning January 1, 1989 was performed with the understanding such revisions shall apply thereto.

1. There shall be added to Article VII, Job Titles and Pates of Pay, the following sections 10, 11 and 12, effective January 1, 1989:

Section 10. Shift Differentials.

a. A bargaining unit employee scheduled to work in the jail and scheduled to work not less than four (4) hours of his/her regular work shift during the evening (swing) shift or night (graveyard) shift, shall receive the following shift differentials for all scheduled hours worked during such shift.

Swing Shift: \$.85 per hour

Night Shift: \$1.50 per hour

b. The above shift differential shall apply to time worked as opposed to time off with pay and therefore, for example, the differential shall not apply to sick leave, vacation, holiday pay, funeral leave, etc. In overtime situations, overtime pay shall be computed from the employee's regular straight-time rate of pay; provided, however, whenever a full-time employee in the bargaining unit works four (4) or more consecutive hours overtime between the hours of 3:00 p.m. and 7:00 a.m., he/she shall receive the overtime rate of pay plus the applicable shift differential for those hours worked during the differential period. Thus, a day shift employee who works four (4) hours overtime during the swing shift period shall receive the additional differential for those four (4) hours. A swing shift employee who works four (4) or more hours overtime during the night shift period shall receive the additional differential for such overtime work.

8897

These rates include the CPI based adjustment originally negotiated for these titles and included in the original Addendum A language.

3. Supervisors who have been at the top step for at least one year shall advance to the step reflective of their service in the title effective January 1, 1989. The next step increase shall then be due, if applicable, January 1, 1990.
4. Current Assistant Supervisors promoted from the Staff Unit, shall be placed at the step which recognizes a promotional increase from the highest step the employee would have attained had he/she been in his/her former title in the Staff Unit until January 1, 1989.

As an example, an Assistant Supervisor with 100 months of combined service as a Nurse Practitioner and Assistant Supervisor would in 1989 be due an hourly rate of pay of \$17.37 had she continued as a Nurse Practitioner in the Staff Unit. A promotional increase to the Assistant Supervisor rates of this new Addendum A would place the Assistant Supervisor at \$17.99, a rate which provides at least the difference between the steps at these new rates added at the top of the scale.

For an Assistant Supervisor with 100 months of combined service as a Public Health Nurse and Assistant Supervisor, the rate effective January 1, 1989 for Public Health Nurse with that level of service is \$16.56. The promotional rate applicable as an Assistant Supervisor is, effective January 1, 1989, \$17.30.

SIGNED this 26th day of January 1989.

Signatory Organization

King County Executive

Steve Adams
Washington State Nurses Association

Sandra Pliske
Bargaining Unit Representative