

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY
AND
WASHINGTON STATE NURSES ASSOCIATION
REPRESENTING STAFF NURSES IN
SEATTLE-KING COUNTY PUBLIC HEALTH**

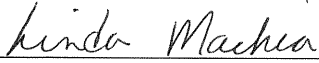
Subject: Regional Justice Center Positions Temporarily Assigned to KCCF

King County and Washington State Nurses Association (WSNA) hereby enter into this Memorandum of Agreement to address the relocation of inmates from the Maleng Regional Justice Center (MRJC) to the King County Correctional Facility (KCCF) for purposes of emergency preparedness relating to potential flooding from the Howard Hanson Dam. At this time, the King County is anticipating a draw down and relocation of approximately 150 inmates from MRJC to KCCF, beginning in late October 2009. To address this relocation of inmates, King County Public Health will need to reassign a commensurate number of staff from the MRJC to the KCCF. To that end, the parties execute this MOA and agree as follows:

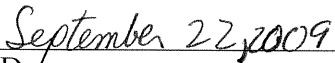
1. MRJC Positions Temporarily Assigned to KCCF. Jail Health Services will identify up to 9.9 bargaining unit positions located at MRJC to be temporarily assigned to KCCF. These positions will retain their MRJC sequence numbers and will retain their site status as MRJC positions. This temporary assignment shall not extend beyond May 31, 2010. Should the County need similar staffing levels at the respective sites to continue beyond May 31, 2010, or resume thereafter, the County will give WSNA notice and agree to meet to bargain such an extension.
2. Shift Scheduling. Jail Health Services will create temporary shift patterns for these temporary assignments (as provided in September 15, 2009 notice from Deb Nanson and Russ Hanscom to Nursing Staff at MRJC) and will fill these patterns first by volunteers and then by inverse seniority. Jail Health Services will also create new shift patterns for the staff remaining at MRJC (see same 9/15/09 notice). Nurses in MRJC positions which are not temporarily assigned to KCCF will bid into the new shift patterns at MRJC.
3. Seniority. Employees in MRJC positions temporarily assigned to KCCF will continue to accrue MRJC site seniority but will not accrue KCCF site seniority.
4. Vacation. Previously approved vacations will be honored as scheduled. Vacation requests and approvals for employees in MRJC positions temporarily reassigned to KCCF will continue to be administered in accordance with site seniority and MRJC policies and staffing levels.

5. Alternative Work Schedules. Employees in positions remaining at MRJC will retain the option of alternative work schedules pursuant to the parties' Memorandum of Agreement dated November 14, 2010.
6. Holiday Backfill. If an employee in an MRJC position temporarily assigned to KCCF is required to backfill an MRJC position remaining at MRJC, then that person will be entitled to holiday premiums in accordance with the employee's schedule under the temporary assignment to KCCF.
7. Shift Differential. Shift differential shall be paid for all time, regardless of any minimums, worked during the hours of the applicable shift. That is, all time worked during swing shift hours will be paid at swing shift premium for that time; all time worked during night shift hours will be paid at night shift premium for that time, etc.

For the Washington State Nurses Association:




Linda Machia
Lead Negotiator

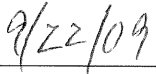


Date

For King County:



Alex Golan
Labor Negotiator II
Human Resources Division
Department of Executive Services



Date