

**Memorandum of Agreement
By and Between
King County
and
Washington State Nurses Association
Representing Staff Nurses in
Seattle-King County Public Health**

Subject: 10, 11 and 12-hour shifts – pilot at Maleng Justice Center

King County (the “County”) and the Washington State Nurses Association (the “Association”) are parties to a collective bargaining agreement expiring December 31, 2009, that covers Staff Nurses employed by the Department of Public Health, Seattle and King County (the “Department”). Pursuant to a separate Memorandum of Agreement (Attachment 1) appended to the collective bargaining agreement, the County and the Association (the “Parties”) have hereby implemented 10, 11 and 12-hour shifts in Jail Health Services at the Norm Maleng Regional Justice Center (“RJ”). This Memorandum of Agreement shall be in effect until the ratification of the new bargaining agreement.

Agreement Regarding Alternative Schedules Pilot and Shift Premium:

1. The Parties agree that 10, 11 and 12-hour shift patterns pursuant to this Alternative Schedule Pilot at the RJC are not compensable as “Alternative Shifts” under the collective bargaining agreement. Nurses working 10, 11 or 12-hour shifts are, however, eligible to receive the following evening or night shift premium:

Shift premium will be paid strictly within the boundaries of the following shifts with no extension of premium beyond these hours:

- Day shift – no premium earned for any hours worked between 0600 and 1400
- Evening shift – employees are eligible for evening premium for hours worked between 1400 and 2200
- Night shift – employees are eligible for night premium for hours worked between 2200 and 0600.

Agreement Regarding Alternative Schedule Pilot Duration:

The duration of the Alternative Schedule Pilot shall be extended until the ratification of the new Bargaining Agreement.

3. The County may discontinue the Alternative Schedule Pilot for legitimate business reasons or in case of emergency.

Agreement Regarding Reporting Time Worked Based on Actual Hours:

As part of the Alternative Schedule Pilot, nursing staff working at the Norm Maleng Regional Justice Center will report their time and be paid for their time based on actual hours rather than projected hours beginning January 1, 2009. There will be a two-month transition period from January through February, with full implementation in March.

Additional Provisions:

1.2. Employees will not be permitted to switch days off or flex schedules as provided in Article 13.2.1 of the collective bargaining agreement without prior written approval from management.

3. Employees will receive 8 hours of holiday compensation for each holiday identified in the collective bargaining agreement, and all remaining hours of a shift on a holiday must be accounted for by either working the hours, taking the hours as unpaid leave, or using accrued vacation leave to cover the additional hours.

4. Holiday definition: Jail Health Services staff, other than those scheduled to work Mondays through Fridays, observe holidays on the actual calendar day as provided above to begin at midnight on the day preceding the calendar holiday and ending at midnight on the day of the holiday.

5. Employees will receive 24 hours per year of bereavement leave, regardless of the length of the employee's shift.

6. Employees will receive 32 hours of Continuing Education Time regardless of the length of the employee's shift. All remaining hours of a shift for this time must be accounted for by taking the hours as unpaid leave, or using accrued vacation leave to cover the additional hours.

7. Employees are required to provide at least 2 hours notice prior to being absent or late for a scheduled shift.

8. Weekend Premium: A weekend premium shall be paid for all regular hours of work on weekends at the rate of \$4.00 per hour. The premium shall otherwise be paid for hours of work of employees, including part-time and temporary employees, regularly scheduled to work weekend hours. For purposes of this provision, weekend hours shall be the hours of 2200 on Friday through 2200 on Sunday.

9. Employees working alternative shifts will be paid for two 15-minute breaks and one 30-minute lunch break.

10. Temporary pattern changes will be allowed with the following restrictions:

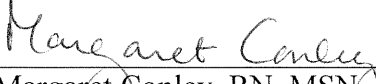
a. Employees may temporarily switch patterns with a written agreement and management's approval.

b. Pattern changes will be for a minimum of 2 months.

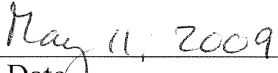
c. Either employee may revoke this agreement at any time after the 2-month period. Changes will occur at either the end of the workweek or pay period so as not to incur overtime.

d. In the event one of the employees vacates their pattern, the remaining partner can chose either pattern as their permanent pattern.

For the Washington State Nurses Association:



Margaret Conley, RN, MSN
Nurse Representative




Date

For King County:



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



Date