

AGREEMENT
BETWEEN
KING COUNTY
and
WASHINGTON STATE NURSES ASSOCIATION
Representing
Assistant Personal Health Services Supervisors
Personal Health Services Supervisors
Nurse Managers
PUBLIC HEALTH - SEATTLE & KING COUNTY

This Memorandum of Agreement reflects the good faith bargaining between King County and Washington State Nurses Association over the provisions of the Seattle-King County collective bargaining agreement covering Assistant Personal Health Services Supervisors, Personal Health Services Supervisors and Nurse Managers that shall be modified and added to. All of the terms and conditions of the collective bargaining agreement will apply, except as set forth in this Memorandum of Agreement.

ARTICLE 7: JOB TITLES AND RATES OF PAY

Section 18. Salary upon Successful Completion of Probation. (Adds)

A full-time regular and part-time regular employee shall be granted the first automatic step increase in salary rate upon completion of probation. Succeeding automatic step increases shall be granted to eligible employees on January 1, 2006 and January 1, 2007.

ARTICLE 14: WORK OUTSIDE OF CLASSIFICATION

Section 1. Payment for Work Out of Classification. (Supersedes Article 14, Section 1)

Whenever an employee is assigned in writing by proper authority to perform all the duties and accept all of the responsibility of an employee at a higher paid classification, he/she shall be paid at the rate established for such classification while performing such duties and accepting such

responsibility. The rate of pay will be determined as for a promotion, in accordance with Article 7.6 or Article 7.7 of the collective bargaining agreement. Proper authority shall be a supervisory employee in the line of organization outside of the bargaining unit and, if his/her position is to be filled, proper authority shall be his/her supervisor.

It is understood by the parties that employees assigned to perform the duties of Nurse Manager as an Out of Classification assignment are not overtime eligible and shall be eligible to receive Executive Leave pursuant to the King County Executive Leave Pay and Leave Practices for Executive Administration and Professional Employees (Executive Policy PER 8-1-1).

This Memorandum of Agreement shall become effective immediately upon complete execution of the Agreement by all parties and will expire December 31, 2007.

For Washington State Nurses Association:

Burbaum Z. M. J.
Dir of Labor Relations
WSNA

OCT 11, 2006
Date

For King County:

James J. Johnson
Labor Negotiator II

10/24/06
Date