

**Memorandum of Agreement  
By and Between  
King County  
and  
Washington State Nurses Association  
Representing Supervisors and Managers  
in the Department of Public Health**

**Subject: WSNA Bargaining Unit FLSA Workweek Transition Agreement**

**Background**

Currently, employees in the Washington State Nurses Association (the Association) bargaining unit representing Supervisors and Managers are primarily on a non-standard FLSA workweek for the County: beginning at 12:00 a.m. on Sunday and ending at 11:59 p.m. on Saturday. This workweek creates administrative issues because it does not line up with the County standard FLSA workweek that most other Public Health employees are on nor does it correspond to the County biweekly payroll cycle. To improve paycheck readability and to improve scheduling of bargaining unit employees that work on teams with other Public Health employees, the parties have agreed to a phased FLSA workweek transition to the County standard workweek: [i.e., beginning at 12:00 a.m. on Saturday and ending at 11:59 p.m. on Friday]

**Agreement**

The County will initiate a phased transition to the standard County FLSA workweek [i.e., beginning at 12:00 a.m. on Saturday and ending at 11:59 p.m. on Friday] by individual division groups in the bargaining unit (e.g., Community Health Services, Prevention) upon notice to the Association and to impacted employees. The notice shall contain the number of employees impacted by the transition in FLSA workweek, the division(s) involved, the date(s) of the FLSA workweek transition, and pertinent information related to the new FLSA workweek. Employees will not incur a loss of pay as result of the transition to the new FLSA workweek. This Agreement shall become effective immediately upon signature of the parties below.

For the Washington State Nurses Association:



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Danielle Franco-Malone  
Legal Counsel

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April 28, 2020

Date

For King County:



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

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April 28, 2020

Date