

**Memorandum of Agreement  
By and Between  
King County  
and  
Professional and Technical Employees, Local 17  
(Representing Employees in the Departments of Public Health and  
Community and Human Services)**

**Subject: Mutual agreements concerning Public Health labor / management issues.**

1. Professional and Technical Employees, Local 17 (the Union) agrees to participate in a joint labor management work group to address the topic of flexible deployment of staffing at clinics in order to better meet patient care needs and improve financial sustainability. The primary focus of the effort will be on the First Steps Program/WIC.

2. The County and the Union agree to meet to discuss the work duties of the Administrative Staff Assistant (ASA) positions in the Department of Public Health Community Health Services Division (CHSD), as they relate to the duties of the Public Health Administrative Support Supervisor (PHASS), Administrative Specialist II and Administrative Specialist III and ASA positions in CHSD, as well as Union concerns about staffing PHASS duties at Columbia, White Center, and Renton Public Health Centers. Unless otherwise mutually agreed upon, the meetings referenced in this paragraph (2a) will be comprised of the Union Representative(s), a representative from the Office of Labor Relations, representative(s) from CHSD management, and a representative from the Department of Public Health.

3. At such time as CHSD creates a new Career Service PHASS FTE to supervise some or all of the Public Health Center-based Client Services Specialists (i.e., Application Workers) who engage in healthcare enrollment, the Union will withdraw four skimming Public Employment Relations Commission (PERC) Unfair Labor Practice (ULP) filings with prejudice (27259-U-15; 27260-U-15; 27261-U-15; and 27262-U-15) and consider the matters fully resolved. The intent of this provision is that the Union agrees not to file PERC complaints on past skimming charges identified in this complaint. Potential future skimming occurrences/claims are not covered by the Agreement.

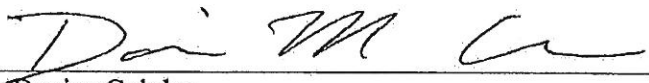
4. The County and the Union agree that one of the Family Planning Program Education Consultant I (Family EC I) positions will be designated a bilingual-required position. Currently, there are six Family EC I positions. The County would not displace any current Family EC Is as a result of this Agreement, but would designate a vacant Family EC I position as a bilingual-required position.

4a. One Family EC I would be created with a bilingual certification requirement pursuant to collective bargaining agreement language that is already in place (Section 20.12).

4b. If CHSD decides to expand the Family EC I position beyond the one bilingual certification requirement, then CHSD will first meet with the Union for discussion of such expansion.

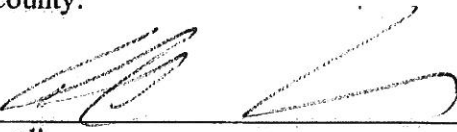
5. If a new potential Environmental Health position is created (i.e., Marketing and Sales Specialist III or similar) and is determined to be part of the Union's body of work, then the County will agree to accrete the position into the Union's instant bargaining unit, assuming the four skimming ULPs referenced above are withdrawn.

For Professional and Technical Employees, Local 17:

  
\_\_\_\_\_  
Denise Cobden  
Union Representative

2/1/17  
\_\_\_\_\_  
Date

For King County:

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

2/1/2017  
\_\_\_\_\_  
Date