

YOUR BARGAINING TEAM RECOMMENDS A “YES” VOTE!!

**WSNA/WHATCOM COUNTY CONTRACT
GENERAL SUMMARY AND HIGHLIGHTS
April 2, 2019**

TERM: New contract will expire December 31, 2010

WAGES:

2.5% (RETROACTIVE to January 1, 2019; retroactive payment will be made in the June 7 payroll);
2.0% (effective first full pay period in January, 2020);
1.0% (effective first full pay period in July, 2020).

PLUS, the amount of the step increases for Steps 9 and above will be increased to .5%. The effect of this is that nurses at Steps 9 and above will receive more than the initial 2.5% increase.

Medical Insurance. For plan year 2019, the County will pay \$1,297 per month toward health insurance. For plan year 2020, the County will pay \$1,362 per month toward health insurance.

Membership and New Employee Orientation. The WSNA membership requirement language will be updated to comply with new federal law. New hires will receive up to 30 minutes of paid time to meet with a WSNA representative to discuss the Association.

Public Information Requests. New language stating that if the County receives a request to obtain the personal information of nurses in the bargaining unit, then it must notify the Association.

Sick Leave. New language stating that sick leave can be used to care for a child regardless of the child’s age, or for a grandchild, or for a sibling. Sick leave may also be used when a child’s school or place of care has been closed for health reasons. New language stating that the County may not require verification of illnesses for three days or less. We did agree to remove the language that allowed nurses who had more than 960 hours of sick leave to receive a Retirement Health Savings contribution for the hours above 960 hours. This provision affected very few nurses.

State Paid Family and Medical Leave Program. New language stating that nurses will be eligible for the new State Paid Family and Medical Leave Program when it comes into effect on January 1, 2020.

.9 FTE Pilot Program. Nurses will be able to apply to the program for the life of the Agreement.