

YOUR BARGAINING TEAM RECOMMENDS A “YES” VOTE!

**WSNA/ BENTON FRANKLIN HEALTH DISTRICT CONTRACT
GENERAL SUMMARY AND HIGHLIGHTS
July 2026**

Your bargaining team is pleased to announce that we have a tentative agreement for a new contract! The major changes are listed below.

TERM: 2 years. Contract will expire on December 31, 2027.

WAGES: **Effective 1/1/26 (retroactive):** 2.75% across-the-board wage increase.

Effective 1/1/27. 2.0% across-the-board wage increase.

OTHER ISSUES:

Recognition Clause. We simplified the language regarding positions that are excluded from the bargaining unit so that we do not have to change the contract language when new positions are created.

Nondiscrimination. We added gender expression as a class protected from discrimination. We also changed language in the contract to be more gender neutral.

Title Changes. We updated the titles of some management positions.

Grievance Procedures. We clarified that extensions of timelines could be processed via e-mail.

Exempt Status. Currently all nurses in the bargaining unit are salaried and exempt from overtime pay. This exempt status allows nurses to flex their hours of work without incurring overtime payment from the District. An issue arose that some nurses would be eligible for overtime pay because their salary would fall below the threshold status for exempt employees. One consequence of this would be that the District would not allow nurses to flex their schedules as before if it would trigger overtime. We were able to work through this issue by slightly increasing the wage of a nurse whose salary would have fallen below the exempt salary threshold for part of 2027. Now all current nurses remain eligible to flex their schedules.

Vacation Use. Previously nurses could not use their vacation until after six months of employment. Now nurses may use their vacation time subsequent to their first day of work. Also, nurses used to be able to take partial days of vacation in 1/2-hour increments. Now nurses may take their vacation in 1/4-hour increments. We also modified the vacation request process so that nurses now are encouraged to submit vacation requests with as much notice as possible and, normally, a minimum of three days in advance to their direct supervisor who must approve the vacation. Finally, we changed language stating that nurses hired on or after the 15th of a month it would be credited only 1/2 day of vacation for the month. Now nurses who are hired at any time during the month get a full day of vacation for that month.

Holiday Pay. Nurses who work on a holiday receive 2 1/2 times their regular hourly rate for all time worked on a holiday. Nurses can now choose to instead be compensated at 1 1/2 times their regular hourly rate and observe the holiday on a mutually agreed date within one month after the holiday was worked.

Sick Leave. We removed existing contract language that penalized the use of sick leave for “wellness” time.

Bereavement Leave. We broadened the definition of domestic partner for bereavement leave purposes so that it includes any domestic partnership and not just those that have been registered with the state. Also, we removed the limitation that enabled a nurse to take bereavement leave for a person for whom the nurse was principally responsible for financial or physical care but only if that person lived in the nurse's household. Now the person does not have to live in the nurse's household for bereavement leave purposes.

Access to Trained Interpreters. We removed the requirement that nurses must get prior approval from their supervisor to utilize interpreting services.

Job Postings. We removed the requirement that job vacancies must be physically posted. Now they will be posted internally by e-mail to all bargaining unit employees for four days before the vacancy is posted externally.

Notice of Layoff. We secured new language requiring the employer to give written notice of layoff via certified letter, return receipt requested, to the employee's last known home address and also to be delivered to WSNA.

Disciplinary and Investigatory Meetings. New language requiring the District to inform nurses of their right to attendance of an Association representative during any disciplinary meeting or investigatory meeting which may lead to disciplinary action.

Conference Committee and Nurse Practice Committee. We combined the committees for efficiency.