

September 16, 2026

Janae Parent
District Administrator
Benton-Franklin Health District
7102 W. Okanogan Place,
Kennewick, WA 99336

**RE: Cease and Desist and Demand to Bargain Over Payroll Changes Affecting WSNA-
Represented Nurses**

Dear Ms. Parent,

The Washington State Nurses Association ("WSNA") is in receipt of BFHD's September 11, 2026, communication regarding the proposed transition from a monthly payroll schedule to a bi-weekly payroll schedule beginning in January 2027, including BFHD's proposal to withhold one week of earned wages and defer payment of those wages until an employee's separation from employment.

WSNA objects to BFHD's implementation of any aspect of this proposal without first satisfying its statutory bargaining obligations.

Accordingly, WSNA hereby demands that BFHD immediately cease and desist from implementing, soliciting participation in, communicating to bargaining unit employees about, or otherwise taking any action to implement the proposed payroll transition program as it applies to represented nurses until the parties have completed bargaining and reached agreement or otherwise satisfied all legal bargaining obligations.

In addition, WSNA demands bargaining over:

1. The proposed transition from monthly to bi-weekly payroll.
2. Any delayed payment of earned wages.
3. The proposed withholding program.
4. The proposed employee election and acknowledgment forms.
5. Vacation cash-out provisions.
6. The impact of the transition on nurses' compensation, benefits, taxes, retirement contributions, overtime calculations, and accrued leave balances.
7. Any alternatives to the withholding of earned wages.
8. Any transition payments, make-whole provisions, or other measures necessary to prevent financial harm to employees.
9. Any other effects of the proposal on bargaining unit members.

WSNA further requests that BFHD preserve and provide all documents and information relevant to this proposal, including but not limited to:

- All draft and final payroll transition plans.
- Payroll analyses and financial projections related to the change.
- Communications regarding the development of the proposal.
- Any legal analysis concerning delayed payment of earned wages.
- Any documents identifying anticipated employee impacts.
- Draft MOAs, election forms, and implementation timelines.
- Any communications provided to or prepared for employees regarding the proposed transition.

Please confirm in writing that BFHD will not implement any portion of this proposal affecting represented nurses pending completion of bargaining. Please also provide several dates for bargaining within the next two weeks.

Nothing in this letter should be construed as a waiver of any contractual, statutory, or other legal rights available to WSNA or the bargaining unit.

Sincerely,

Laurie Robinson

Laurie Robinson, RN, CEN

WSNA Nurse Representative

Washington State Nurses Association

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