

Here are the bullet points for the Benton Franklin Health District tentative agreement:

- **2022 Wage Increase and Additional Step:**
 - A 3% across-the-board increase retroactive to January 1, 2022.
 - Add Step J to pay scale at 2.5% above Step I. Nurses who have been at Step I for one year or longer will be moved to Step J, retroactive to January 1, 2022.
- **2023 Wage Increase and Additional Step:**
 - A 3% across-the-board increase effective January 1, 2023.
 - Add Step K to pay scale at 2.5% above Step J, effective January 1, 2023.
- **New bilingual certification premium**
 - \$160/month for all nurses who meet certification requirements
- **More time allowed to use extra time**
 - Time allowed to use extra time extended from 60 days to 180 days
 - Also changes contract language to clarify exempt status
- **Expanded sick leave usage**
 - Includes mental as well as physical illness or injury
 - “Family member” now includes grandchildren
 - Leave may be used if employee’s workplace or child’s school or care is closed for any health-related reason by order of public official
 - Leave may be used for absences that qualify under the WA Domestic Violence Leave Act (RCW 49.76.030)
- **Additional education leave benefits**
 - Yearly amount increased from \$200 to \$400
 - Up to \$200 automatically carries over to the next year (then lost if not used)
- **Additional bereavement leave benefits**
 - Two additional days off with pay for death in immediate family
 - Allows use of vacation in addition to sick leave for additional days off or for death outside of immediate family
 - “Immediate family” now includes grandchildren and allows for case-by-case exceptions under special circumstances
- **BFHD to provide PPE with prior approval**
- **Other clarifications and changes**
 - Clarifies that the “basic work day” is an 8 or 10 hour period between 6:00 a.m. and 9:00 p.m.
 - BFHD will provide minutes of board meetings to WSNA
 - Clarifies that “in pay status” for holiday pay means not on leave without pay
 - Seniority is calculated the same for full-time and part-time employees (length of employment from most recent date of hire)
 - May notify District of injury/illness during vacation by text message or email
 - If injured on the job, the District will provide a copy of the incident report and a written explanation if you won’t be paid for the remainder of the day
- **NO TAKEAWAYS**