

***** We have a Tentative Agreement on a contract! *****

We are happy to announce that we have reached a Tentative Agreement on a Contract! Your bargaining Team recommends this contract for ratification.

SUMMARY OF 2020 TENTATIVE AGREEMENT

Wage Increases

1/1/20: 2.25% (retroactive)

1/1/21: 2% - Your bargaining team fought to gain a defined raise instead of a raise based on 90% of the CPI as in past contracts. We hope to use the defined raise system in all future contracts.

Longevity

The new contract will double the current longevity pay accordingly:

	Current	New
10 years	\$40	\$80
15 years	\$70	\$140
20 years	\$100	\$200

Bilingual Pay

Your bargaining team strongly believed that bilingual pay for nurses who serve communities where English is not a preferred language is necessary to both better serve the clients of BFHD while recognizing the skills of the nurses who deliver these services. Under the new contract, WSNA will appoint a nurse to the diversity and inclusion committee. This committee is working to establish the parameters and qualifications of bilingual pay. WSNA and the District have committed to reaching an agreement on bilingual pay that is based on the work of the committee by the end of the year.

Vacation

The new contract will incorporate language referencing the Washington Paid Family & Medical Leave program. Please note that this program is *not* an employer provided benefit. Paid Family & Medical Leave is administered by the State through the Employment Security Department (ESD). WSNA recommends that nurses refer all questions about the program, including your eligibility, to the ESD instead of to the District.

Domestic Violence, Sexual Assault and Stalking Leave

The new contract grants leave for domestic violence, sexual assault and stalking in accordance with current Washington law.

Union Security

The parties have updated the membership and dues deduction language to comply with recent court decisions.

New Employee Orientation

The District will be required to notify WSNA of the hiring of new nurses so that your local unit chairs are able to welcome the new nurse to the District and to WSNA and provide an orientation of WSNA.

This contract is recommended by your bargaining team: Leslie Rivera, Barbara Johnson, Elizabeth Ellis, Guadalupe Flores and Rachel Guettner

Your ballot must be post-marked by April 6. To be counted April 15, 2020

You must be a WSNA Member in good standing to vote on the contract.

YOU ARE WSNA!!

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