

Settlement Agreement

This Settlement Agreement (“Agreement”) is entered into between the Washington State Nurses Association (“Association”) and Skagit County Public Hospital District #1 (“Employer”), d/b/a/ Skagit Regional Health (together, the “Parties”). The Parties voluntarily enter into this Agreement to resolve completely the Association’s grievance (number 25-10-0254, Liz Rainaud), and unfair labor practice complaint (case number 144088-U-25, Liz Rainaud).

In consideration of the mutual promises made herein, the Parties agree as follows:

1. Withdrawal of Grievance and Unfair Labor Practice. The Association agrees to withdraw with prejudice its above cited grievance and unfair labor practice, upon the effective date of this Agreement.

2. Rescission of Documented Coaching. The Employer agrees to rescind the documented coaching issued in grievance number 25-10-0254. All references will be removed from Liz Rainaud’s personnel file.

3. PERC Training. The Employer agrees to schedule trainings, provided by PERC, for supervisors of Association bargaining unit nurses. This training will be designated as mandatory, and the Employer will require the chief nursing officer, and all nurse directors, managers and supervisors of Association bargaining unit nurses, and human resources representatives, attend one session. The training will cover working in a union environment and unfair labor practices. The first training will occur within 90 days, subject to PERC’s availability, of the effective date of this Settlement Agreement.

- a. Up to two (2) Association Representatives will have the opportunity to meet with up to two (2) Employer Representatives and the PERC trainer within 30 days of the effective date to discuss the substance of the training.
- b. Association Representatives will be invited to attend training sessions on their own time.
- c. Each virtual training session will last approximately 2.5 hours.

4. FBC Communication and Conflict Training. The Employer agrees to schedule a half-day training session provided by PERC that will focus on improving the working relationship between the Family Birth Center (FBC) management and the bargaining unit nurses. The training will occur within 90 days, subject to PERC’s availability, of the effective date of this Settlement, and WSNA local unit officers assigned (or cross-trained) to the FBC and up to two (2) additional bargaining unit nurses assigned (or cross-trained) to the FBC, to be designated by the Association, will attend on work time.

5. The Employer agrees that it will not in any manner interfere with, restrain, or coerce employees in the exercise of their collective bargaining rights under the laws of the State of Washington.

6. Effective Date. This Agreement becomes effective after it has been signed by both parties.

The parties may sign in counterparts, and together the counterparts shall have the same force and effect as an original.

7. Entire Agreement. This Agreement is the entire agreement between the Parties as to these matters and replaces and/or supersedes any other negotiations, discussions, and understandings.

8. Dispute Resolution. Disputes arising over the interpretation and/or application of this Agreement shall be resolved using the grievance procedures in the Parties' CBA.

The Parties have executed this Agreement on the respective dates set forth below.

ASSOCIATION:

EMPLOYER:

By Signed by:
Robin Cully Nurse Rep
0FAEAAF02B1142B...

By DocuSigned by:
Adele Skinner
A7B9765B75F0476...

Date 3/23/2026

Date 3/24/2026