

YOUR BARGAINING TEAM RECOMMENDS A “YES” VOTE!!

**WSNA/ SNOHOMISH HEALTH DISTRICT
GENERAL SUMMARY AND HIGHLIGHTS
March 10, 2021**

TERM: Contract will expire on December 31, 2022.

WAGES: 2% (retroactive to 1/1/21); 2% (1/1/22)

OTHER ISSUES:

Orientation, Training and Equipment. New language requiring the District to provide employees with orientation, training and equipment appropriate to their assigned duties.

Health Insurance. The cost of health insurance premiums for employees with dependents can be a challenge to recruitment and retention of nurses. The District wanted to start charging employees with no dependents more for health insurance and to start paying more toward the premiums of nurses with dependents. We are pleased to announce that we secured an agreement that will continue the current District contribution (\$880) to the premiums of employees with no dependents but will move to a percentage-based premium contribution for nurses with dependents which will have the net effect of reducing the premiums for those employees with dependents.

Association Membership and New Employee Orientation. The WSNA membership language will be updated to comply with new federal law. New hires will receive up to 30 minutes of paid time to meet with a WSNA representative to discuss the Association. Currently, the contract provides only 15 minutes. Also, the District will provide to WSNA more timely and more complete information regarding new hires (job title, job location, email, etc.).

Vaccines, Lab Tests and Prophylactic Medicines. New language clarifying that the District will reimburse nurses for any out-of-pocket costs for vaccines, lab tests and prophylactic medicines required for the nurse’s position.

Step Placement Upon Initial Hire. New language allowing new hires with experience to be placed higher than Step 3 if the District believes that their experience warrants a higher step placement. Currently, the contract generally caps the step placement at Step 3 for more experienced nurses. For each nurse hired above Step 1, the District must now provide the WSNA with the employee’s initial step placement and the analysis used in determining the initial step placement.

Electronic Payroll Records. New language clarifying that paychecks will be by direct deposit and that timecards are electronic.

Holidays. The Day After Thanksgiving will now be called Native American Heritage Day.

Sick Leave Report. New language stating that falsification of a Sick Leave Report is grounds for discipline and not necessarily dismissal.

Family Leave. The current Family Leave policy attached to the contract was out of date and inconsistent with the family leave provisions that apply to other District employees. It referred to an old state law provision that is no longer in effect. Nurses will receive 90 days of unpaid family leave rather than 12 weeks of unpaid leave, which is consistent with the leave that other District employees are entitled to receive.

Bereavement Leave. New language stating that nurses are entitled to 40 hours of paid bereavement leave and that an additional 24 hours of paid leave may be approved for special circumstances (e.g., long-distance travel, estate responsibilities, etc.). Previously, the additional paid leave applied only to travel of more than 500 miles.

Inclement Weather Leave. New language stating that inclement weather leave will be granted to early departure as well as for tardiness and allowing nurses to use floating holiday leave in addition to vacation or compensatory time for inclement weather leave.