

Spokane Regional Health District
Memorandum of Agreement
New Nurse Case Manager Classification, and Impacts to Reduction in Force

This Memorandum of Understanding is entered into and between Spokane Regional Health District (SRHD) and the Washington State Nurses Association (WSNA). All existing contractual provisions shall apply unless otherwise provided for herein.

The Spokane Regional Health District (SRHD) has decided to create a new bargaining unit position according to Article 8.2. Because of this, the Washington State Nurses Association was notified on March 17, 2021, a new job classification titled Nurse Case Manager had been created by SRHD. SRHD determined based on an external market analysis and internal analysis, to place the new Nurse Case Manager classification on salary pay range 340. Per the union's request, the parties met on April 19, 2021 and discussed the new job classification including the impact on reduction in force/bumping rights outlined in the collective bargaining agreement. The purpose of this MOA is to address the impact bargaining for sections 17.1 Order of Reduction in Force Within Classification, and 17.2.1 Bumping into lower classifications, of the parties current collective bargaining agreement.

ARTICLE XVII – REDUCTION IN FORCE

17.1 Order of Reduction in Force Within Classification: A reduction in force (RIF) occurs when any single position within a classification is eliminated or the FTE is reduced below 0.5 FTE. If the District determines that a RIF is necessary for any reason, it shall identify the specific program from which the reduction in force will occur. From within the program identified, nurses in a single job classification shall be RIF'd in the inverse order of their seniority in the District. The following distinct single job classifications are included in the bargaining unit:

1. Nurse Practitioner
2. Public Health Nurse III
3. Nurse Case Manager
4. Clinical Nurse II
5. Public Health Nurse II
6. Clinical Nurse I
7. Public Health Nurse I
8. LPN

No RIF or reduction to lower classifications shall be executed so long as there are temporary or probationary nurses serving within the affected classifications.

17.2.1 Bumping into lower classifications: If a nurse is unable to retain a position within

the nurse's current classification as provided above, the nurse may bump into the position of the least senior nurse in a lower classification for which the nurse is qualified to perform the job duties within the position within a reasonable time frame, typically not to exceed one month (30 calendar days). The order of classification from a "higher" classification to a "lower" classification for purposes of bumping is as follows:

ARNP

PHN III

Nurse Case Manager/CN II (combined seniority list)

PHN II/CN I (combined seniority list)

PHN I

LPN.

Although the PHN II and CN I classifications are combined into one seniority list for the purposes of bumping, the decision to eliminate or reduce a PHN II or CN I position(s) will specifically identify whether a PHN II or a CN I position(s) is to be eliminated or reduced. Consequently, for example, if the District decides to eliminate a PHN II position, the least senior PHN II would have the option of bumping into the position of the least senior nurse CN I position for which the nurse is qualified. Conversely, for example, if the District decides to eliminate a CN I position, the least senior CN I would have the option of bumping into the position of the least senior nurse PHN II position for which the nurse is qualified.

Ameia Clark Date 8/26/2021
Spokane Regional Health District

J. Smalley Date 8/25/21
WSNA

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17.2.1 Bumping into lower classifications: If a nurse is unable to retain a position within