

**YOUR BARGAINING TEAM RECOMMENDS A “YES” VOTE!!**

**WSNA/SPOKANE REGIONAL HEALTH DISTRICT CONTRACT  
GENERAL SUMMARY AND HIGHLIGHTS  
December 8, 2022**

**TERM:** New contract will expire December 31, 2025.

**WAGES:** Effective **January 1, 2023:** The hourly rates for all classifications will be recalculated so that the weekly pay for working 37.5 hours in a week is the same as if they worked a 40-hour week. Because 40 hours is approximately 6.7% higher than 37.5 hours, the hourly wage rate has been adjusted upwards by approximately 6.7% to ensure the same weekly pay for a 37.5-hour work week for a nurse who now works 40 hours a week. Additionally, effective January 1, 2023, all classifications will receive a **6%** hourly wage increase, for a total hourly wage increase of **12.7%**. Although this may seem a bit confusing, the easiest way to understand is to realize that 37.5-hour nurses will make 6% more than they do now even though they will work 2.5 fewer hours each week than before. NFP nurses (who will remain on a 40-hour week) will make 12.7% more than they do now because they are working the same number of hours as before.

Effective **January 1, 2024:** all classifications shall receive a wage increase of **4%**.

Effective **January 1, 2025:** all classifications shall receive a wage increase of **3%**.

**LUMP SUM BONUS PAYMENT:** Included in the December 25, 2022 pay period will be a **\$4,000 lump sum bonus payment** (prorated for part-time employees) for all employees employed in the bargaining unit as of December 15, 2022.

**REDUCED WORK WEEK:** Effective January 1, 2023, all full-time nurses will be scheduled to work 37.5 hours during the normal work week except for nurses working in the NFP program who will be scheduled to work 40 hours during the normal work week. Because 40 hours is approximately 6.7% higher than 37.5 hours, the hourly wage rate has been adjusted upwards by approximately 6.7% to ensure the same weekly pay for a 37.5-hour work week for a nurse who now works 40 hours a week. Plus, the hourly wages have been increased by an additional 6% so that a nurse who works a 37.5-hour week will be making 6% more than they had been making for a 40-hour week. In short, 6% more pay for working a (6.7%) shorter work week. For NFP nurses who continue to work a 40-hour week, they will make approximately 12.7% more for that 40-hour week than they are currently making.

Nurses transitioning from a 40-hour work week to a 37.5-hour work week will reduce their hours by shortening one or more days of the schedule that they were previously working unless mutually agreed otherwise between the nurse and the manager.

**MEDICAL INSURANCE:** Currently, the District contribution rate is based on the cost of the lowest cost traditional medical plan. Now, the District will pay the same percentage contribution for offered medical plans as follows:

Employee Only:	95%
Employee and Child(ren):	85%
Employee and Spouse:	80%
Family:	80%

We believe this is the fairest way to allocate premium shares between employees with dependents and those without. This new arrangement will have some employees paying slightly more of a premium share and other employees paying slightly less, depending upon which medical plan the employee chooses and whether they have dependents.

Currently, the District pays the full cost of both offered dental plans, one of which offers orthodontia. As part of the overall medical insurance package, the District will cover the full cost of the lower cost plan and employees who want the higher cost plan will pay the difference in cost between the two plans. This is the same arrangement for other District employees. We also got the District to agree that should it pay more for medical, dental, vision or life insurance benefits for any other employee, it will pay the same amount for the nurses' benefits.

**PREMIUMS AND OTHER COMPENSATION:**

**Preceptor Premium.** Increased from \$1.75 to \$2.00 per hour

**Holidays.** Juneteenth is added as a holiday and “Day After Thanksgiving” is renamed “Native American Heritage Day.” 37.5-hour nurses will receive 7.5 hours of pay for holidays, and 40-hour nurses will receive 8 hours of pay for holidays. Part-time nurses holiday pay will be prorated based on their FTE. Personal Days will be paid on the same basis as holidays. Personal Days may be used in hourly increments instead of the current single daily minimum requirement. To be paid on a holiday, a nurse must be in paid status for the entirety of their last regularly scheduled day prior to the holiday. In the event that Christmas Day falls on a Saturday, the district will recognize Christmas Eve and Christmas Day holidays on the preceding Thursday and Friday.

**Overtime.** Currently, a nurse must work at least two hours beyond the nurses shift of at least 8 hours to receive daily overtime. We have removed the requirement that the shift must be at least 8 hours long. With respect to weekly overtime, nurses working a 37.5 work week will receive their regular rate of pay for additional hours work between 37.5 and 40 hours during the work week. After 40 hours, they will receive time and one-half.

**Sick Leave.** 40-hour nurses will continue to accrue 8 hours of sick leave per calendar month. 37.5-hour nurses will accrue 7.5 hours of sick leave a month. This ensures that 37.5-hour nurses earn essentially the same amount of sick leave for each hour worked as 40-hour nurses. 37.5 hours per week averages out to 7.5 hours per day. So, if a 37.5-hour nurse needs to use sick leave for a 7.5-hour day, they only have to draw 7.5 hours from their sick leave bank. Because of negative tax consequences to the nurses involved, nurses may not donate sick leave to one another.

**Vacation.** As with sick leave above, vacation accrual will be adjusted for 37.5-hour nurses, because 37.5-hour nurses will need to draw only 37.5 hours of vacation to take a full week of vacation whereas a 40-hour nurse needs to draw 40 hours of vacation to take a full week of vacation. New language clarifying that nurses accrue 1/2 of the monthly accrual rate during each pay period in which they are in paid status for any part of the pay period. The 40-hour vacation accrual chart has been clarified to read more clearly.

#### **OTHER WORKPLACE ISSUES:**

**Training and Orientation.** New language requiring the District to provide an orientation and training program with a preceptor for newly hired nurses which shall include a combination of formalized instruction and practical work experiences. Nurses shall not be required to perform any task for which the nurse has not received training and orientation so as to allow the nurse to perform the assignment safely and independently. The District must also provide equipment to enhance the nurses' workplace health and safety.

**Security.** The District shall provide onsite security during all times OTP is open.

**Timing of Step Increases.** New language clarifying that step increases occur on the first day of the first payroll period that begins on or after the step increase date.