

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

**WSNA/SPOKANE REGIONAL HEALTH DISTRICT CONTRACT  
GENERAL SUMMARY AND HIGHLIGHTS  
May 2026**

**TERM:** New contract will expire December 31, 2028.

**WAGES:** Retroactive to **January 1, 2026:** all classifications shall receive a wage increase of **3%**. PHN1, PHN2 and PHN3 will also receive a market wage adjustment of an additional **5%**, for a total of **8%** percent for PHNs. This is to address the internal inequity between the wages of the Clinical Nurses and those of the PHNs.

Effective **January 1, 2027:** all classifications shall receive a wage increase of **2.5%**.

Effective **January 1, 2028:** all classifications shall receive a wage increase of **2%**.

The retroactive pay increases back to January 1, 2026, will be provided to all current bargaining unit employees and those who retired in good standing with the district before the ratification of this agreement by the second pay date following the ratification of this agreement.

**PREMIUMS AND OTHER COMPENSATION:**

**Preceptor Premium.** Increased from \$2.00 to \$2.50 per hour

**Bilingual Pay.** We clarified how bilingual pay will be administered, and we ensured that the District would allow enough nurses to be certified for each language for which there is a business need. The district will pay for the initial certification for nurses, and the cost for recertification will be at the nurse's expense. To be eligible for interpretation and translation pay, the nurse must demonstrate proficiency in translating between English and the other language by being certified in that language which will be documented in the employee's personnel file. Assignments for bilingual pay must be in writing. The District shall not require or expect a nurse to interpret or translate for patients or their families without providing interpretation and translation pay.

**Retiree Medical Benefits.** Nurses who become eligible for retirement benefits under PERS while employed by the District and have been employed for the District for at least 10 years will receive a contribution of \$550 per month from the District into a Health Reimbursement Account (HRA) if they participate in retiree medical benefits. Previously, such nurses had to be at least 60 years of age or older to be eligible but did not have to work at least 10 years for the District. However, they received only \$400 per month.

**Parking.** We clarified that requests for reimbursement for parking must include the applicable receipts. Parking paid with cash shall be recorded as “cash” in the amount paid listed on the mileage report.

## **OTHER WORKPLACE ISSUES:**

**Preceptor.** New language stating that the District shall provide preceptors with guidance as to the preceptor role which will convey the responsibilities and expectations of the preceptor role to the preceptor before they serve in the role. The District shall provide preceptors with a check list of competencies that the preceptee must meet. Each new hire will be assigned a dedicated preceptor until they are able to work in their position independently, which will depend on the position and the nurse’s experience.

**Nondiscrimination.** Added honorably discharged veteran or military status, use of a service animal, and any status protected under all applicable state and local and federal laws as protected from discrimination.

**Sick Leave.** Sick leave may now be used to prepare for, or participate in, any judicial or administrative immigration proceeding involving the employee or the employee’s family member. The definition of “family member” for the purpose of sick leave has been expanded to include an individual who regularly resides in the employee's home or where the relationship creates an expectation that the employee care for that person, and that the individual depends on the employee for care, except that it does not include an individual who simply resides in the same home with no expectation that the employee care for the individual. Also, there is new language stating that if an employee is absent and the District is unable to contact the employee, the District shall designate the absence as sick leave by default.

**Bereavement Leave.** We increased the amount of bereavement leave from 24 hours to 30 hours for a death in the nurse’s immediate family. We also included pregnancy loss including miscarriage, still birth or other loss of life as covered by bereavement leave.

**Jury Duty.** Previously, if an employee served on jury duty, they could receive either their regular pay or their jury duty pay, but not both. Now, employees may keep their jury duty pay in addition to their regular pay.

**Workplace Violence.** We spent much of the negotiations addressing safety and workplace violence concerns. We now have comprehensive contract language regarding the District’s responsibilities relating to workplace violence. The District will have a clear policy of zero tolerance for workplace violence and signs to that effect posted within the facility. The District shall provide in-person, interactive violence prevention training to all nurses both annually and within 45 days of employment. The district should not require a nurse to care for clients who pose a risk of violence, threatening behavior or whose physical environment poses a risk to the nurse's health.

The District’s Safety Committee will develop, implement and monitor progress on the District's workplace violence prevention plan. WSNA shall have a member on the Safety Committee who

will be compensated at their regular rate of pay for time spent in meetings. The committee will also address individual concerns and complaints about unsafe situations or acts or threats of violence. Nurses who experience unsafe conditions or incidents of workplace violence shall submit an incident report to the Safety Committee and manager. The District shall provide counseling services through the District's EAP program for nurses who are subjected to workplace violence.

We also addressed the inadequate Birdie personal safety device that nurses who conduct home visits currently use. WSNA and the District will meet within 30 days of the ratification of the contract to mutually agree upon a replacement device/service that is appropriate for healthcare providers in the field at no cost to the nurses.

**OTP Security and Safety Measures.** We were able to get the District to make several physical changes to the OTP dosing area to improve safety for nurses working there:

1. Maintain the hinge mechanisms on the doors in the dosing rooms so that they close slowly and implement an inspection and maintenance schedule so that they continue to function properly.
2. Install louvers in all dosing room doors to allow increased airflow into the dosing room.
3. Install a secure, locked door in the IT room in OTP so that all nurses may have access to that room in case of an emergency.

## **NEGATIVE PROPOSALS BY THE DISTRICT THAT WE SUCCESSFULLY FOUGHT OFF.**

**Reclassification.** The District proposed that a nurse had to be working more than 60% over five months out of classification instead of the current 50% in order to be reclassified with higher pay. We successfully fought off this proposal.

**Compensatory Time.** The District proposed to completely eliminate compensatory time as an option for nurses. We successfully fought off this proposal.

**Random Drug Testing.** The District proposed a drug policy which would have subjected nurses to random drug testing. We successfully fought off this proposal.

**Reduced Work Period for NFP Nurses.** The District proposed to eliminate the 40-hour work week for NFP nurses and to make them work 37.5 hours per week. We successfully fought off this proposal.

**Layoff.** The District proposed to reduce the bumping options for nurses losing their positions because of a layoff. We successfully fought off this proposal.

**Furloughs.** The District proposed language enabling it to furlough or reduce the hours of nurses in response to a government shutdown with little notice to the nurses and without recourse to the layoff language. We successfully fought off this proposal in its entirety.