

MEMORADUM OF UNDERSTANDING BETWEEN SRHD AND WSNA
RE: WAGES AND BENEFITS RE-OPENER 2019

Pursuant to Section 9.16 and 12.2 of the parties' 2018-2020 Collective Bargaining Agreement ("Agreement"), WSNA and SRHD agree to modify the Agreement as follows:

9.16 Salaries:

Effective January 1, 2019: All bargaining unit employees shall receive a COLA adjustment of 2.9%. The COLA adjustment will be made to each step of the wage scale for all such employees.

Employees classified as PHN1, PHN2 and PHN3 will receive a 1.1% market adjustment in addition to the COLA adjustment.

Employees classified as ARNP will receive a 7.1% market adjustment in addition to the COLA adjustment.

Effective January 1, 2020:

Each step of the wage scales for all bargaining unit employees shall be increased by a 1.6% COLA adjustment.

The following shall govern the salaries for Bargaining Unit nurses during the term of this Agreement.

Effective January 1, 2019, if the Board of Health approves a COLA for other employees at the District that is greater than the minimum listed in this section, Bargaining Unit nurses shall receive the equivalent increase.

9.16.1 Contract Minimums. Nothing herein shall prevent the District from providing increases in excess of those stated above.

12.2 Equality of Coverage for Benefits Provided: The District agrees to provide paid medical, dental, vision, long term disability and life insurance benefits to nurses. With regard to medical benefits, the District's contribution rate shall be based on the cost of the Kaiser Value health insurance plan (lowest cost traditional plan), excluding Consumer Driven Health Plans (CDHP)/High Deductible Health Plans and Affordable Care Plan (ACP) that the District makes available to any District employee. The District shall continue to pay 100% of the cost of the dental plans.

District shall contribute the following for the Kaiser Value medical plan for 2020, effective as of January 1, 2020:

Kaiser Value Plan*:

Employee Only:	\$750.33
Employee/Child:	\$1,062.63
Employee/Spouse:	\$1,126.18
Family:	\$1,528.98

*CDHP and Affordable Care plan (ACP) contributions shall be paid at the actual premium rate, if they are equal to or lower than the established rates.

The District shall maintain its 2019 contribution percentage for all employees who opt to cover spouses, children and/or families.

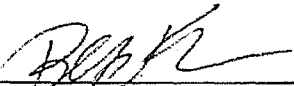
12.2.1 Part-time Nurses: The District shall provide medical, dental, vision and life insurance benefits for all regular or project nurses working 30 hours per week (.75 FTE) or more on a regularly scheduled basis at the same level as full time employees. Part-time employees working between 20 and up to 30 hours per week will receive benefits on a pro-rated basis based on their FTE with the exception of medical, which will be covered for the employee only at the same level as full time employees.

12.2.2 Retired Nurses: Nurses age 60 and over who become eligible for retirement benefits under PERS during the course of this agreement will be eligible to receive retiree medical benefits. The District will contribute \$400 per month into a Health Reimbursement Account (HRA) for each retired nurse participating in retiree medical. If eligible under PEBB rules, the nurse may choose to use the HRA funds for reimbursement for payments made to the PEBB medical plan. If eligible, spouses may be insured on PEBB on a 100% self-pay basis. Nurses who are not eligible under PEBB retiree rules, or those who wish to participate in another medical plan may use the HRA funds for reimbursement to a medical insurance plan of their choosing (excluding plans that are already pre-tax, or tax sheltered). The District's HRA premiums for the retiree will not be available for other medical costs. Eligibility in the retiree medical plan will cease when either: A) the nurse becomes eligible to participate in other group coverage through subsequent employment or; B) the nurse reaches Medicare eligibility.

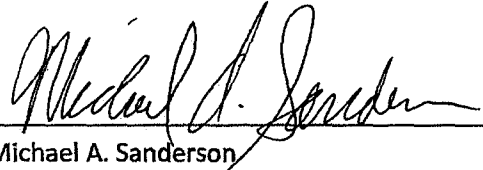
12.2.3 Cyclic Nurse: Full time cyclic employees (.75FTE) who work 9 months or more a year will receive full time benefits for the entire year (12 months). Other cyclic employees will receive pro-rated benefits if their annual FTE is .5 FTE or greater.

Except as set forth above the remaining terms and conditions of the parties' Agreement remain in full force and effect.

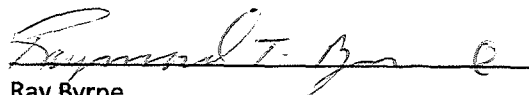
Dated this 9 day of ~~December 2019~~
January 2020




Beth Kennar
Chief Spokesperson



Michael A. Sanderson
General Counsel
Washington State Nurses Association



Ray Byrne
Interim Administrator
Spokane Regional Health District



Sue Winters
Human Resources Manager
Spokane Regional Health District