Memorandum of Agreement Between
Washington State Nurses Association (WSNA) And
Spokane Regional Health District (SRHD)
2022 Benefits Re-Opener
Effective January 1, 2022, through December 31, 2022

Pursuant to Section 12.2 of the parties' 2020-2022 Collective Bargaining Agreement, WSNA and SRHD agree to the following provisions for health care for 2022. All other provisions of the Collective Bargaining Agreement not mentioned in this Memorandum of Agreement (MOA) remain unchanged.

ARTICLE XII – MEDICAL, Dental & Life INSURANCE

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 lowest cost traditional plan for 100% employee only coverage (which is Uniform Medical Plan Classic in 2022), 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.

Effective January 1, 2022, the District shall contribute the following for the Uniform Medical Plan Classic:

Uniform Medical Plan Classic*:

Employee Only	$796.77
Employee and Child(ren)	$1128.87
Employee and Spouse	$1196.49
Emp/Spouse/Child(ren)	$1624.63

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

The District shall maintain its 2021 contribution percentage for all employees who opt to cover spouses, children and/or families.

As a result of the above, the employee cost share for each plan offered is identified in the attached Exhibit A.

Health District

_____ _____
Amelia Clark Date
SRHD Administrative Officer

_____ _____
Beth Kennar Date
Chief Spokesperson

_____ _____
Sue Winters Date
Human Resource Manager

WSNA

_____ _____
Jaclyn Smedley Date
WSNA Union Rep