

Your bargaining team recommends a “YES” vote.

<u>Ratification Vote Details</u>	
<u>When:</u>	E-Voting opens <u>Tuesday, November 25, at 0800</u> and closes Wednesday, November 26, at 1200.
<u>Where:</u>	<u>E-Vote from anywhere!</u> Your personalized link to a ratification vote ballot will be delivered via email when e-voting begins. Local unit officers and WSNA staff will be online to answer questions in real time at <u>Virtual Office Hours</u> from 1200 to 1400 on Tuesday, November 25. Keep an eye out for the Teams link when voting opens next week.

HIGHLIGHTS

Highlights	• Full coverage of premium costs for full-time employees and their dependents, saving nurses hundreds of dollars each month. • Protected coverage of premium costs for current job-share participants for the life of the contract • New premiums, including bilingual premiums and voluntary on-call shift premiums • Stronger layoff and recall rights to help us weather uncertain times
Wages	
Effective Date	Increase
First full pay period after January 1, 2026	2.75% increase for all steps
First full pay period after January 1, 2027	2.5% increase for all steps
First full pay period after January 1, 2028	2.5% increase for all steps
Cumulative wage increases with steps over three years:	Up to 24.7% for Public Health Nurses Up to 23.9% for Public Health Nurses with Certifications Up to 24.5% for Public Health Nurse Supervisors

CHANGES IN THE 2026-2028 CONTRACT

WSNA is preparing a final redline draft of the language we bargained and is confirming management's agreement that the draft is accurate in advance of our e-voting period on Tuesday, November 25. You'll receive a copy of that redline draft when your personalized e-voting link arrives in your inbox Tuesday morning.

In the meantime, here is a complete list of the changes you'll find in our tentative agreement:

Highlights:

- Starting January 1, we will transition from our current health insurance plan under WCIF to the **Western Conference of Teamsters Welfare Trust Plan**. We think this is a huge win for our bargaining unit for a few reasons:
 - The County will pay the **full** premium cost for 1.0 FTE employees, **including** dependent coverage for spouses and children. **This puts hundreds of dollars back in bargaining unit members' pockets every single month.**
 - The County has agreed to continue covering the **full** premium cost for job share agreement employees through at least December 31, 2028.
 - Part-time nurses hired after ratification will pay premium costs on a pro rata basis. This opens the door to **more flexible FTE arrangements** for interested nurses in the future rather than forcing us to choose between 1.0 FTE roles and 0.5 FTE job shares.
 - The Teamsters plan offers benefits we did not enjoy under the current WCIF plan, including **protection of our benefits during extended leave periods.**
 - Open enrollment under the Teamsters plan would begin as soon as December 1st **if we vote to ratify the tentative agreement.**
- **NEW:** Starting January 1, bargaining unit employees who are registered nurses may opt in to joining the existing on-call rotation for the County's 24/7 telephone line as part of a one-year pilot program. Nurses scheduled for an on-call shift will earn \$20 per day to field calls to the 24/7 line during their off-duty hours. At the end of the pilot program, the County and WSNA will have the option to extend this program, terminate it, or negotiate changes to meet our shared needs. This gives nurses who **want** to pick up on-call shifts the option to do so.
- **NEW:** Nurses who are bilingual and pass a certification test will earn a 2% premium on all of their hours worked. The County will cover the cost of each nurse's first test administration.
- **NEW:** The County will cover the costs of a Nexus pass for nurses who need to cross the Canadian border regularly to perform work in Point Roberts.
- **NEW:** The County will meet with WSNA if changes to federal, state, or local regulations make it more difficult for bargaining unit employees to safely cross the Canadian border.

Protection for your rights:

- Our third bargaining team member will now be able to use their accrued compensatory time to cover negotiations, not just PTO and unpaid time off, making it easier for nurses to join us at the table without a financial penalty.
- Both Whatcom County and WSNA will post digital copies of our contract, so all bargaining unit members have easy access on the go.
- Whatcom County will automatically notify WSNA of any public records request for information in a bargaining unit member's personnel file, their supervisor file, or their training file, so we have time to connect with our union representatives before our records are shared publicly.
- The County has agreed to use gender-neutral language throughout our contract, a vital update that pays respect to all of our bargaining unit members and ensures we will **all** have access to benefits like parental leave and paid sick leave regardless of our genders.
- More people in each employee's life will qualify as family members for the purposes of paid sick leave. Moving forward, the County will recognize the broader definition in the Paid Family Medical Leave Act, which allows

workers to take protected leave to take care of any individual who lives with them or any individual who depends on them for care.

- Employees will have access to a full work week of bereavement leave following the death of a family member, including siblings, grandchildren, grandparents, and their spouse's immediate family members. Employees may also submit a form to HR designating an important relationship as a spousal equivalent, removing the requirement that an employee be legally married to their partner to use this benefit.

Protection for your time off:

- Bargaining unit employees will not be required to carry their work phones while on vacation. Currently, nurses who want to answer an emergency callback request while they are on vacation are paid for at least four hours of their time. Our tentative agreement makes it clear that nurses are not required to accept these calls while on vacation.
- During inclement weather, nurses will be able to make arrangements with their direct supervisor to perform work remotely on an as-needed basis, even if they don't typically have a remote work arrangement.
- The County agreed to update our vacation accrual chart so it is easier for nurses to calculate their vacation leave accruals over time.
- We established stronger rules for annual vacation rollover, including when the cap on rollover hours will be lifted due to denied vacation requests or restrictions on vacation days.
- The requirements for approved cash-out of vacation leave will expressly include adequate funding, clarifying the considerations the County takes into account when reviewing cash-out requests.

Protection for your job:

- Employees will receive 30 days' notice of a pending layoff, doubling our advance notice period.
- Employees will not lose their recall rights if they are offered a position in a lower pay grade following a layoff.
- Employees will have more flexible options when they receive and respond to a recall notice and clearer requirements when they report to work after accepting a recall.
- We will have twice as long to file a grievance when an employee believes the County has violated the contract, giving us more opportunities to resolve disputes before they escalate.
- We agreed to transition job share positions, which officially limited part-time nurses' access to benefits, to more standard part-time employee roles moving forward. This will give job share nurses the same access to benefits under the contract, including full coverage for insurance premiums, through the entire 2026-28 term.

For all the reasons above, including the wins we've achieved and the benefits we've protected unit-wide, **your bargaining team is recommending a YES vote.**

Stay tuned for more details on electronic voting and check your emails starting at 0800 on Tuesday, November 25, to cast your ballot!

Base Wage Rates, January 1, 2026-December 31, 2028

Current rates, 2025		Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Medical Asst.	23			\$ 21.59	\$ 22.62	\$ 23.73	\$ 24.89	\$ 26.19	\$ 27.19	\$ 28.22
	Comm. Health Outreach	24			\$ 22.99	\$ 24.05	\$ 25.16	\$ 26.34	\$ 27.74	\$ 28.78	\$ 29.87
	PN	33			\$ 26.76	\$ 28.09	\$ 29.43	\$ 30.86	\$ 32.40	\$ 33.62	\$ 34.90
	Care Coord	36			\$ 28.35	\$ 29.78	\$ 31.21	\$ 32.72	\$ 34.31	\$ 35.63	\$ 36.98
	RN	41			\$ 33.36	\$ 34.98	\$ 36.68	\$ 38.46	\$ 40.33	\$ 41.86	\$ 43.45
	PH N, Program Coord	47	\$ 38.66	\$ 40.59	\$ 42.62	\$ 44.64	\$ 46.34	\$ 48.12	\$ 50.35	\$ 52.25	\$ 54.24
	PH N I cert	48	\$ 40.40	\$ 42.32	\$ 44.34	\$ 46.37	\$ 48.11	\$ 49.89	\$ 52.14	\$ 54.09	\$ 56.15
	P H. Nurse II □	49	\$ 41.28	\$ 43.35	\$ 45.54	\$ 47.67	\$ 49.48	\$ 51.36	\$ 53.72	\$ 55.74	\$ 57.86
	P. H. Nurse II (cert)	50	\$ 43.13	\$ 45.20	\$ 47.39	\$ 49.53	\$ 51.36	\$ 53.26	\$ 55.63	\$ 57.71	\$ 59.90
	Nurse Practitioner	51	\$ 43.88	\$ 45.94	\$ 48.12	\$ 50.36	\$ 52.22	\$ 54.16	\$ 56.55	\$ 58.68	\$ 60.90
	P.H. Nurse Supervisor	52	\$ 43.59	\$ 45.78	\$ 48.01	\$ 50.28	\$ 52.21	\$ 54.20	\$ 56.67	\$ 58.83	\$ 61.07

TA Rates - 2026		Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Medical Asst.	23	\$ -	\$ -	\$ 22.18	\$ 23.24	\$ 24.38	\$ 25.57	\$ 26.91	\$ 27.94	\$ 29.00
	Comm. Health Outreach	24	\$ -	\$ -	\$ 23.62	\$ 24.71	\$ 25.85	\$ 27.06	\$ 28.50	\$ 29.57	\$ 30.69
	LPN	33	\$ -	\$ -	\$ 27.50	\$ 28.86	\$ 30.24	\$ 31.71	\$ 33.29	\$ 34.54	\$ 35.86
	Care Coord	36	\$ -	\$ -	\$ 29.13	\$ 30.60	\$ 32.07	\$ 33.62	\$ 35.25	\$ 36.61	\$ 38.00
	RN	41	\$ -	\$ -	\$ 34.28	\$ 35.94	\$ 37.69	\$ 39.52	\$ 41.44	\$ 43.01	\$ 44.64
	PH N, Program Coord	47	\$ 39.72	\$ 41.71	\$ 43.79	\$ 45.87	\$ 47.61	\$ 49.44	\$ 51.73	\$ 53.69	\$ 55.73
	PH N I cert	48	\$ 41.51	\$ 43.48	\$ 45.56	\$ 47.65	\$ 49.43	\$ 51.26	\$ 53.57	\$ 55.58	\$ 57.69
	P H. Nurse II □	49	\$ 42.42	\$ 44.54	\$ 46.79	\$ 48.98	\$ 50.84	\$ 52.77	\$ 55.20	\$ 57.27	\$ 59.45
	P. H. Nurse II (cert)	50	\$ 44.32	\$ 46.44	\$ 48.69	\$ 50.89	\$ 52.77	\$ 54.72	\$ 57.16	\$ 59.30	\$ 61.55
	Nurse Practitioner	51	\$ 45.09	\$ 47.20	\$ 49.44	\$ 51.74	\$ 53.66	\$ 55.65	\$ 58.11	\$ 60.29	\$ 62.57
	P.H. Nurse Supervisor	52	\$ 44.79	\$ 47.04	\$ 49.33	\$ 51.66	\$ 53.65	\$ 55.69	\$ 58.23	\$ 60.45	\$ 62.75

TA Rates - 2027		Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Medical Asst.	23	\$ -	\$ -	\$ 22.74	\$ 23.82	\$ 24.99	\$ 26.21	\$ 27.58	\$ 28.64	\$ 29.72
	Comm. Health Outreach	24	\$ -	\$ -	\$ 24.21	\$ 25.33	\$ 26.50	\$ 27.74	\$ 29.22	\$ 30.31	\$ 31.46
	LPN	33	\$ -	\$ -	\$ 28.18	\$ 29.58	\$ 31.00	\$ 32.50	\$ 34.12	\$ 35.41	\$ 36.76
	Care Coord	36	\$ -	\$ -	\$ 29.86	\$ 31.36	\$ 32.87	\$ 34.46	\$ 36.13	\$ 37.53	\$ 38.95
	RN	41	\$ -	\$ -	\$ 35.13	\$ 36.84	\$ 38.63	\$ 40.51	\$ 42.48	\$ 44.09	\$ 45.76
	PH N, Program Coord	47	\$ 40.72	\$ 42.75	\$ 44.89	\$ 47.01	\$ 48.80	\$ 50.68	\$ 53.03	\$ 55.03	\$ 57.12
	PH N I cert	48	\$ 42.55	\$ 44.57	\$ 46.70	\$ 48.84	\$ 50.67	\$ 52.54	\$ 54.91	\$ 56.97	\$ 59.14
	P H. Nurse II □	49	\$ 43.48	\$ 45.66	\$ 47.96	\$ 50.21	\$ 52.11	\$ 54.09	\$ 56.58	\$ 58.70	\$ 60.94
	P. H. Nurse II (cert)	50	\$ 45.42	\$ 47.60	\$ 49.91	\$ 52.16	\$ 54.09	\$ 56.09	\$ 58.59	\$ 60.78	\$ 63.09
	Nurse Practitioner	51	\$ 46.21	\$ 48.38	\$ 50.68	\$ 53.04	\$ 55.00	\$ 57.04	\$ 59.56	\$ 61.80	\$ 64.14
	P.H. Nurse Supervisor	52	\$ 45.91	\$ 48.21	\$ 50.56	\$ 52.95	\$ 54.99	\$ 57.08	\$ 59.68	\$ 61.96	\$ 64.32

TA Rates - 2028		Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Medical Asst.	23	\$ -	\$ -	\$ 23.31	\$ 24.42	\$ 25.62	\$ 26.87	\$ 28.27	\$ 29.35	\$ 30.46
	Comm. Health Outreach	24	\$ -	\$ -	\$ 24.82	\$ 25.96	\$ 27.16	\$ 28.43	\$ 29.95	\$ 31.07	\$ 32.25
	LPN	33	\$ -	\$ -	\$ 28.89	\$ 30.32	\$ 31.77	\$ 33.31	\$ 34.98	\$ 36.29	\$ 37.68
	Care Coord	36	\$ -	\$ -	\$ 30.60	\$ 32.15	\$ 33.69	\$ 35.32	\$ 37.04	\$ 38.46	\$ 39.92
	RN	41	\$ -	\$ -	\$ 36.01	\$ 37.76	\$ 39.60	\$ 41.52	\$ 43.54	\$ 45.19	\$ 46.91
	PH N, Program Coord	47	\$ 41.73	\$ 43.82	\$ 46.01	\$ 48.19	\$ 50.02	\$ 51.95	\$ 54.35	\$ 56.40	\$ 58.55
	PH N I cert	48	\$ 43.61	\$ 45.69	\$ 47.87	\$ 50.06	\$ 51.94	\$ 53.86	\$ 56.29	\$ 58.39	\$ 60.61
	P H. Nurse II □	49	\$ 44.56	\$ 46.80	\$ 49.16	\$ 51.46	\$ 53.41	\$ 55.44	\$ 57.99	\$ 60.17	\$ 62.46
	P. H. Nurse II (cert)	50	\$ 46.56	\$ 48.79	\$ 51.16	\$ 53.47	\$ 55.44	\$ 57.50	\$ 60.05	\$ 62.30	\$ 64.66
	Nurse Practitioner	51	\$ 47.37	\$ 49.59	\$ 51.95	\$ 54.36	\$ 56.37	\$ 58.47	\$ 61.05	\$ 63.35	\$ 65.74
	P.H. Nurse Supervisor	52	\$ 47.06	\$ 49.42	\$ 51.83	\$ 54.28	\$ 56.36	\$ 58.51	\$ 61.18	\$ 63.51	\$ 65.93