

**SUMMARY OF WSNA – WHATCOM COUNTY TENTATIVE AGREEMENT
For Vote on March 8, 2017**

This document is a summary of the major changes negotiated by your negotiation team. The redline version contains every change made and is available for you to review during voting hours.

HOW TO UNDERSTAND REDLINED DOCUMENTS:

Language that will be **added** to your existing Agreement is **underlined**.

Language to be deleted from your existing Agreement is **struck through**.

I. ECONOMICS & DURATION

COMPENSATION

Effective first full pay period of January 1, 2017, each step of the wage scale shall be increased by 2.25%.

Effective first full pay period of January 1, 2018, each step of the wage scale shall be increased by 2.5%.

DURATION

Two year contract expiring on December 31, 2018.

MEDICAL

23.2.1 Medical Plans and Contributions.

- For plan year 2017, the County shall fund the self-insured Medical Plan at \$1,234.80 per month for each eligible employee for full family medical coverage.
- For Plan Year 2018, the County shall fund the self-insured Medical Plan at \$1,297.00 per month for each eligible employee for full family medical coverage.

PROPOSALS BY MANAGEMENT THAT YOUR TEAM SUCCESSFULLY FOUGHT OFF

- Management proposed to run sick leave and vacation concurrent with FMLA in the second FMLA period. Currently, sick leave and vacation run consecutive to FMLA in the second FMLA period.
- Management proposed mandatory 100% cash-out of compensatory time each year. Currently you are entitled to roll compensatory time over from year to year.

II. WORKPLACE CHANGES TO THE EXISTING CONTRACT

4.8 Absence Due to Adverse Weather: Added the ability to use flex time for adverse weather events in lieu of the section deleted below.

~~**4.8.1 Tardiness Due to Adverse Weather.** Tardiness due to inability to report to work because of severe inclement weather, conditions caused by severe inclement weather, or other unusual emergency will be allowed up to one (1) hour at the beginning of the work day. Tardiness in excess of one (1) hour, shall be charged as provided above.~~

5.3.2 Less Than 1.0 FTE's Working Extra Hour and 6.4.1 Less Than 1.0 FTE's Working Extra Hours: These sections have been deleted as there is only one nurse working less than 1.0 FTE. A .9FTE pilot project will be initiated (see attached) and a Letter of Understanding has been added to the contract to preserve the status quo for the one nurse these sections applied to.

6.1.1 New Employees. New employees may use accrued vacation beginning the first pay period following completion of six months of initial employment.

11.3.1 Certification or Advanced Degree.

Added the following: A Master's Degree in Nursing or Public Health from an accredited college may be substituted for the certification by a nationally recognized specialty nursing association.

11.3.2 Orientation. A Public Health Nurse (range 47 and 48) with relevant experience who is assigned to provide orientation and training to a newly hired nurse, or nurse who accepts a position in, or transfers to another program, shall be paid an additional one dollar (\$1.00) per hour while providing orientation or training. The length of the assignment shall be determined by the nurse's Manager.

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Letter Of Understanding: Grandfathering Provision For Adjusting Compensatory Time For Less Than 1.0 Fte Working Extra Hours

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This Letter of Understanding is entered into between Whatcom County, ("the County") and Washington State Nurses Association, ("the Union.") During the negotiation process for the 2017-2018 Collective Bargaining Agreement, the parties agreed to strike Section 5.3.2 and Section 6.4.1 of the 2016-2017 Agreement under the condition the County grandfather these provisions as they relate to Joni Hensley, the only employee affected by the deletion.

Section 5.3.2 and Section 6.4.1 provided for an adjustment to an employee's compensatory time bank, in lieu of adjustments to vacation and holiday accruals, for any employee regularly scheduled to work less than 1.0 FTE who, from time to time, may work extra hours.

The parties agree that as long as Ms. Hensley remains in the 0.9 FTE position pursuant to the WSNA Alternate Work Schedule Request of September 4, 2008, the County will continue to make quarterly adjustments to her compensatory time bank as follows:

1. In months when Ms. Hensley works more than 0.9 FTE, the extra hours worked in a month will be

multiplied by a factor of 0.096. This factor is calculated by dividing Ms. Hensley's maximum vacation accrual rate (16.67 hours per month) by the total hours available to work in a month (173.33). The maximum number of hours added to her compensatory time bank will not exceed 1.67 hours per month.

2. If Ms. Hensley works more than 0.9 FTE in a month when there is a holiday, the extra hours worked will be multiplied by a factor of 0.046. This factor is calculated by dividing the maximum hours available to work in a month (173.33) by the number of total holiday hours. A maximum of 0.8 hours will be added to her compensatory time bank for each holiday in the month at her regular rate of pay.

This Letter of Understanding applies to Ms. Hensley only and will not be considered precedent setting to any other matter or concern under the Washington State Nurses Association Collective Bargaining Agreement.

Letter Of Understanding: Pilot Program For 0.9 Fte Schedule

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This Letter of Understanding is entered into between Whatcom County, hereinafter referred to as "the County" and Washington State Nurses Association, hereinafter referred to as "the Union" for the purpose of setting forth the terms and conditions of establishing a one-year Pilot Program to determine the feasibility of allowing a limited number of employees within the bargaining unit to work a 0.9 FTE schedule.

The County recognizes the possibility that working less than full time may bring higher levels of job satisfaction as well as improve morale, attendance and productivity. The Union desires less than full time employment for a better work-life balance.

The parties, therefore, agree to the following:

1. Within two (2) months after ratification of the 2017-2018 Collective Bargaining Agreement, the County will convene the WSNA Conference Committee pursuant to Article 17 to establish criteria for this Pilot Program.
2. The Committee will develop guidelines for the Pilot Program and establish criteria for measurable results.
3. The number of employees allowed to participate in the Pilot Program will be limited to a number established by the Conference Committee to ensure there is no effect on the operational needs of the department.
4. Conference Committee members will participate in the creation and monitoring of measurable outcomes, including, but not limited to, productivity and job satisfaction.
5. While participating in the Pilot Program, employee benefits will be pro-rated based on a 0.9 FTE basis. This means the employee will contribute 10% of the County's cost for medical, dental, and vision coverage.
6. If, from time to time, a participating employee works hours in excess of 0.9 FTE, the employee will not be entitled to receive additional employee benefits, leave accruals, or holiday pay.

7. If an employee elects to return to a full-time schedule, the employee waives the opportunity to further participate in the Pilot Program. The employee will provide notice at least 30 days prior to converting back to full-time status.
8. At the end of the Pilot Program, the parties will meet and discuss outcomes. Employees will revert to their former 1.0 FTE status unless the County, the Union, and the participating employees mutually agree to extend the Pilot Program.
9. The parties anticipate the Pilot period will be approximately one year, but the Health Department reserves full discretion to end the Pilot within 30 days' written notice to the participants. The Pilot Program is in collaboration with Public Health, Human Resources and the Union.