

**WSNA/WHATCOM COUNTY CONTRACT  
GENERAL SUMMARY AND HIGHLIGHTS  
January 19, 2021**

**TERM:** New contract will expire on December 31, 2022.

**WAGES:**

**0%** (January 1, 2021). Nurses still receive step increases. However, during 2021, should the County provide an increase in wages to any group of employees, represented or non-represented, excluding those subject to interest arbitration, the County shall apply the same wage increase to employees covered by WSNA.

**1.25%** (effective first full pay period in January, 2022). However, during 2022, should the County provide an increase in wages to any group of employees, represented or non-represented, except for groups subject to interest arbitration, above 1.25%, we can require the County to bargain with us over an additional pay increase.

**Registered Nurse Classification.** Registered Nurses will be moved from Pay Range 40 to Pay Range 41, which represents a 7% increase.

**Medical Insurance.** For plan year 2021, the County shall contribute one-hundred percent (100%) of the premium cost of the Washington Counties Insurance Fund (WCIF) Medical Plan 500 per month for each eligible employee covering employee only, employee and spouse, or employee and child(ren). For eligible employees who cover dependents, the County will contribute eighty-five percent (85%) of the premium cost; and the employee shall contribute fifteen percent (15%) of the premium cost, via payroll deductions on a pre-tax basis.

For plan year 2022, the County shall contribute one-hundred percent (100%) of the premium cost of the Washington Counties Insurance Fund (WCIF) Medical Plan 500 per month for each eligible employee covering employee only. For eligible employees who cover dependents, the County will contribute eighty-five percent (85%) of the premium cost; and the employee shall contribute fifteen percent (15%) of the premium cost, via payroll deductions on a pre-tax basis.

The County is required to meet with WSNA to discuss any alternatives to the plan offering for 2022 to explore the possibility of a better alternative plan.

**Overtime for Employees working less than 1.0 FTE.** New language clarifying that Part-time employees are eligible for overtime as follows:

- The employee is assigned to work outside their scheduled work day in excess of eight (8) hours per day or their scheduled work day, whichever is greater, or
- The employee has worked in excess of forty (40) hours during the workweek.

**.9 FTE Pilot Program.** No longer a “pilot” program. It is an option that is available to nurses for the life of the agreement if the County and the nurse agree.

**Due Deduction.** Employees no longer need to authorize WSNA dues in writing. They are now able to do so verbally, by email, etc.

**Use of Temporary Employees during the COVID-19 Crisis.** Because of the unique public health crisis caused by the COVID-19 crisis in 2020-2021, there is need for temporary positions not funded in the County budget as regular on-going positions. Temporary positions are intended to supplement the regular workforce, to reduce overtime and facilitate time off for regular staff during COVID-19 crisis. Temporary positions shall not be used to supplant regular positions. These temporary employees can be eligible for certain benefits under the contract such as sick and vacation leave and health insurance.