

BEFORE THE BOARD OF HEALTH
SPOKANE REGIONAL HEALTH DISTRICT

RESOLUTION #19-10

RE: (1) AUTHORIZING STAFF TO EXECUTE A MEMORANDUM OF AGREEMENT WITH THE WASHINGTON STATE NURSES ASSOCIATION (WSNA) FOR CALENDAR YEAR 2020 PROVIDING FOR A 1.6% COST OF LIVING ADJUSTMENT (COLA) AND AN INCREASE IN MEDICAL PREMIUM CONTRIBUTION RATES FOR SRHD EMPLOYEES WHO ARE MEMBERS OF THAT UNION AND (2) PROVIDING A SIMILAR BENEFIT TO ALL SRHD NON-UNION EMPLOYEES.

WHEREAS, the Board of Health of Spokane Regional Health District is responsible for District personnel and property and for the management of the District funds and business; and

WHEREAS, on September 26, 2019, the Board of Health provided economic bargaining parameters to the Human Resources Manager and Interim Administrator for negotiations with the Washington State Nurses Association (WSNA) and the PROTEC 17 Union; and

WHEREAS, pursuant to recent negotiations with WSNA, the Human Resources Manager and Interim Administrator for the District recommend the approval to adopt a MOA with WSNA covering 2020 COLA and benefits, wherein a 1.6% COLA will be provided, and medical premium contribution rates will be increased by medical insurance provider group; and

WHEREAS, the 1.6% COLA and the medical premium contribution rate increase are within the economic parameters set by the Board of Health; and

WHEREAS, the negotiations with WSNA has resulted in a tentative agreement; and

WHEREAS, the District's policy and past practice has been to provide equal COLA's and benefits to non-represented personnel equal to that of represented personnel; therefore, the Office of Human Resources and the Interim Administrator recommend a 1.6% COLA and an increase in medical premium contribution rates for non-represented personnel; and

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Board of Health for Spokane Regional Health District:

1. Authorizes the Interim Administrator and Human Resources Manager to execute a memorandum of agreement with WSNA, on behalf of SRHD employees who are members of that union, for calendar year 2020 providing for:
 - a. A 1.6% COLA; and
 - b. An increase in medical premium contribution rates; and
2. Authorizes the provision of the benefits set forth in paragraph 1 to the non-represented employees of SRHD.

Signed this 5th day of December 2019 in Spokane, Washington.

SPOKANE REGIONAL HEALTH DISTRICT BOARD OF HEALTH



CHAIR, BREEAN BEGGS



KATE BURKE, COUNCILMEMBER



KEVIN FREEMAN, MAYOR

ABSENT

AL FRENCH, COMMISSIONER



ANDREA FROSTAD, BOARD MEMBER



CHUCK HAFNER, BOARD MEMBER



VICE CHAIR, BEN WICK



JOSH KERNS, COMMISSIONER

ABSENT

MARY KUNEY, COMMISSIONER

ABSENT

KAREN STRATTON, COUNCILMEMBER



LINDA THOMPSON, COUNCILMEMBER