

**BEFORE THE BOARD OF HEALTH  
SPOKANE REGIONAL HEALTH DISTRICT**

**RESOLUTION #20-19**

RE: ADOPTION OF A LABOR CONTRACT FOR EMPLOYEES OF SPOKANE REGIONAL HEALTH DISTRICT WHO ARE MEMBERS OF THE WASHINGTON STATE NURSES ASSOCIATION (WSNA) UNION FOR THE PERIOD OF OCTOBER 1, 2020 THROUGH SEPTEMBER 30, 2022.

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

WHEREAS, pursuant to recent negotiations and tentative agreement with WSNA, the Human Resources Manager and Administrative Officer for Spokane Regional Health District recommend that the Board of Health approve a 2-year labor agreement for the period of October 1, 2020 through September 30, 2022 which was negotiated per the current collective bargaining agreement as set forth below. Article 9 and Article 12 will be effective January 1, 2021 or upon ratification by WSNA, whichever occurs later.

**Article 9, Section 9.16 - Salaries**

2021: Effective January 1, 2021: 4.0% market adjustment for the PHN 3 classification; 2.0% market adjustment for all other bargaining unit classifications.

2022: Effective January 1, 2022: Cost of Living adjustment of a minimum of 1% and a maximum of 2% based upon US All Cities CPIU-June to June BLS Index. By way of example only, if the US All Cities CPIU June to June BLS Index is 1.3%, the wage adjustment for 2022 will be 1.3%.

**Article 12, Section 12.2 - Medical Benefits**

The parties agree to maintain the 2020 premium cost share percentages based on the lowest cost traditional plan and re-open the contract for purposes of negotiating Article 12.2 for 2022 medical rates.

**Non-economic terms**

- Add the Clinical Nurse 1 and Clinical Nurse 2 classifications to the bargaining unit and reduction in force sections
- Add clarifying language to the Dues Deductions section
- Rename Personal Holiday to Personal Day

NOW, THEREFORE, BE IT HEREBY RESOLVED by the Board of Health for Spokane Regional Health District that the labor agreement with WSNA for the period of October 1, 2020 through September 30, 2022 is adopted.

Signed this 3<sup>rd</sup> day of December 2020 in Spokane, Washington.

SPOKANE REGIONAL HEALTH DISTRICT  
BOARD OF HEALTH

  
Ben Wick (Dec 8, 2020 09:00 PST)

CHAIR, MAYOR BEN WICK

  
Breean L. Beggs (Dec 7, 2020 19:05 PST)

BREEAN BEGGS, COUNCIL PRESIDENT



KEVIN FREEMAN, MAYOR

  
Al French (Dec 9, 2020 15:32 PST)

AL FRENCH, COMMISSIONER



ANDREA FROSTAD, BOARD MEMBER

**ABSENT**

CHUCK HAFNER, BOARD MEMBER

  
Mary L. Kunej (Dec 8, 2020 09:19 PST)

VICE CHAIR, MARY KUNEJ

  
Josh Kerns (Dec 8, 2020 08:04 PST)

JOSH KERNS, COMMISSIONER

  
Jason Kinley (Dec 19, 2020 21:37 PST)

JASON KINLEY, BOARD MEMBER

  
Karen Stratton (Dec 7, 2020 17:57 PST)

KAREN STRATTON, COUNCILMEMBER

  
Linda J. Thompson (Dec 10, 2020 10:48 PST)

LINDA THOMPSON, COUNCILMEMBER

  
Betsy Wilkerson (Dec 7, 2020 17:44 PST)

BETSY WILKERSON, COUNCILMEMBER












# 20-19 Resolution-WSNAContract2022

















Final Audit Report


2020-12-20


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