

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

RESOLUTION #19-09

RE: ADOPTION OF A LABOR CONTRACT FOR EMPLOYEES OF SPOKANE REGIONAL HEALTH DISTRICT WHO ARE MEMBERS OF THE PROTEC17 UNION FOR THE PERIOD OF JANUARY 1, 2020 THROUGH DECEMBER 31, 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

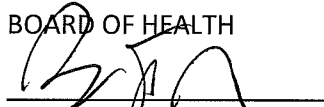
WHEREAS, pursuant to recent negotiations with the PROTEC17 Union, the Human Resources Manager and Interim Administrative Officer for Spokane Regional Health District recommend that the Board of Health approve a 3-year labor agreement for the period of January 1, 2020 through December 31, 2022 for those employees represented by PROTEC17 covered by the working agreement consisting of the following:

- **Compensation:** A 1.6% Cost of Living Adjustment (COLA) effective January 1, 2020 or ratification of the collective bargaining agreement, whichever is later.
- **Medical Benefits:** The District will pay 100% of the lowest cost traditional plan (Kaiser Value) for the employee only group and increased costs to maintain the same employer/employee percentage splits as we have in 2019 (coverage tiers: employee only; employee/children; employee/spouse; employee/family) on all plans.
- **Bilingual Pay:** The District will increase bilingual pay from \$1.00 per hour to \$10.00 per hour effective January 1, 2020 or upon ratification of the collective bargaining agreement, whichever is later.
- **Wellness Day:** Due to current requirements of Washington State's Sick and Safe Leave law, the District will no longer offer a Wellness Day incentive.
- **Pay Lag/Pay Dates:** Effective July 1, 2020, the District will implement a pay lag/revised pay dates in accordance with the Memorandum of Understanding addressing this.
- **Union Membership and Dues:** Contract revisions to comply with current legal requirements.

NOW, THEREFORE, BE IT HEREBY RESOLVED by the Board of Health for Spokane Regional Health District that the labor agreement with the PROTEC17 UNION for the period of January 1, 2020 through December 31, 2022 is adopted.

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

SPOKANE REGIONAL HEALTH DISTRICT
BOARD OF HEALTH



CHAIR, BREEAN BEGGS



KATE BURKE, COUNCILMEMBER

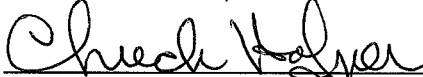


KEVIN FREEMAN, MAYOR
ABSENT

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