

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

RESOLUTION #22-12

RE: ADOPTION OF A LABOR CONTRACT FOR EMPLOYEES OF SPOKANE REGIONAL HEALTH DISTRICT WHO ARE MEMBERS OF THE WSNA UNION FOR THE PERIOD OF JANUARY 1, 2023, THROUGH DECEMBER 31, 2025.

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 PTOTEC17 Union, the Human Resources Director and the Financial Controller for Spokane Regional Health District recommend that the Board of Health approve a 3-year labor agreement for the period of January 1, 2023, through December 31, 2025, for those employees represented by WSNA covered by the working agreement consisting of the following:

- **New Agreement Date** – Renewal for the labor agreement will be effective January 1, 2026.
- **Compensation:** A three-year agreement:
 - 6.0% Cost of Living Adjustment (COLA) effective January 1, 2023
 - 4.5% Cost of Living Adjustment (COLA) effective January 1, 2024
 - 3.0% Cost of Living Adjustment (COLA) effective January 1, 2025
- **Lump-sum payment:** One-time lump sum payment of \$4,000 minus all appropriate taxes and deductions for current represented employees employed as of 12/15/22. Payments to be made prior to the end of the year 2022.
- **Medical Benefits:** A three-year cost share for all plans to cover 2023, 2024 and 2025.

Premium Cost Share		
	SRHD Rate	Employee Rate
Employee Only	95%	5%
Employee + Child	85%	15%
Employee + Spouse	80%	20%
Family	80%	20%

- **Dental benefits** will be offered at 100% for the lowest cost plan. Employees may elect additional coverage with a cost share.
- **Implementation of a 37.5-hour workweek for all nurses except Nurse Family Partnership Program (NFP).** The District will decrease the full-time workweek from 40-hours to 37.5-hours per week without a corresponding decrease to employees' compensation. This change will be effective January 1, 2023. Nurses within the NFP Program will continue to be scheduled for 40-hours per week.
- **Juneteenth** - The District will observe an additional holiday.

NOW, THEREFORE, BE IT HEREBY RESOLVED by the Board of Health for Spokane Regional Health District that the labor agreement with the WSNA Union for the period of January 1, 2023, through December 31, 2025 is adopted.

Signed this 12th day of December 2022 in Spokane, Washington.

SPOKANE REGIONAL HEALTH DISTRICT
BOARD OF HEALTH



CHAIR, COMMISSIONER MARY KUNEY



VICE CHAIR, MAYOR KEVIN FREEMAN



AL FRENCH, COMMISSIONER



Josh Kerns (Dec 16, 2022 16:09 PST)
JOSH KERNS, COMMISSIONER

ABSENT

CHARLIE DURANONA

ABSENT

CHRISTOPHER PATTERSON

ABSTAIN

ALYCIA POLICANI, ND