



ADMINISTRATIVE SERVICES HUMAN RESOURCES

2020 BENEFIT SUMMARY
WASHINGTON STATE NURSES ASSOCIATION (WSNA)
COLLECTIVE BARGAINING AGREEMENT EMPLOYEES

LEAVES

- ✓ **Vacation Leave¹** - Vacation leave may be taken as accrued and approved following six months of initial employment. For full-time employees, hours accrue as follows:

During the Following Years Of Service	Hours of Vacation (Based on 1.0 FTE)	
○ 0-1 years	6.67 hrs/month	(10 days)
○ 2 years	7.34 hrs/month	(11 days)
○ 3 years	8.00 hrs/month	(12 days)
○ 4 years	10.00 hrs/month	(15 days)
○ 5-7 years	11.34 hrs/month	(17 days)
○ 8-9 years	12.00 hrs/month	(18 days)
○ 10 years	13.34 hrs/month	(20 days)
○ 11 years	14.00 hrs/month	(21 days)
○ 12 years	14.67 hrs/month	(22 days)
○ 13 years	15.34 hrs/month	(23 days)
○ 14 years	16.00 hrs/month	(24 days)
○ 15 years	16.67 hrs/month	(25 days)

- ✓ **Sick Leave¹** –Following completion of one calendar month of employment in which employee is compensated at least 80 hours, full-time employees begin accruing 8 hours each month to a maximum of 120 days (960 hours). Sick leave can be used for an employee’s illness or for the care of a spouse, registered spousal equivalent, child, parent, parent-in-law, or grandparent with a serious health condition or emergency condition.
- ✓ **Holidays** – One personal holiday and eleven holidays are observed (New Years Day, Martin Luther King Day, Presidents’ Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving, Day before Christmas, Christmas Day).
- ✓ **Bereavement Leave** – Up to five days for immediate family members; up to three days for other close family members.
- ✓ **Family Leave** – Unpaid leave available to eligible employees, consistent with state and federal leave regulations.

HEALTH & WELFARE PLANS

- ✓ **Medical, Dental, Vision** – waiting period is one calendar month with 80 or more compensated hours.
 - **Medical – Self-Insured County Plans** - Covers employee, spouse or domestic partner, and dependent children.
Three plan choices:
 1. **2000 Plan:** \$2,000 deductible plan with no employee premium contribution.
 2. **Contributory Plan:** \$750 deductible with employee premium share of \$188.61/month.
 3. **QHDHP/HSA:** Qualified high deductible plan with no employee premium contribution. County contributes seed money for employee’s Health Savings Account.
 - **Dental and Vision** – Coverage for employee, spouse, and dependent children. The County currently pays premiums for dental and vision coverage.

OVER -

¹ Accrual rates for part-time employees are pro-rated per FTE

- ✓ **Group Life** – Employee is provided a \$50,000 insurance policy
 - Coverage for employee provided is equivalent to one year’s base salary to a maximum of \$50,000.
 - County currently pays the entire premium.
- ✓ **Long-Term Disability** – County currently pays the entire premium.

OPTIONAL PLANS (*Employee may elect and pay via payroll deduction*)

- ✓ **Personal Accident for Employee and Dependents** – Employee must enroll if dependents enroll.
- ✓ **Voluntary Term Life for Employee and Dependents** – Employee must enroll if dependents enroll.
- ✓ **Flexible Spending Account** – Allows pretax dollars to be set aside from pay for health care or dependent care spending.

EMPLOYEE ASSISTANCE PLAN (EAP) (*County currently pays full family premium*)

- ✓ **EAP** – Provides confidential counseling for employee, spouse, and all persons residing in employee’s home for up to six visits per incident per year.

RETIREMENT PLANS

- ✓ **Public Employees Retirement System (PERS) Defined Benefit and Defined Contribution Plans** (*Pre-tax contributions from base pay plus County contribution*) – Employee chooses PERS 2 or PERS 3; choice must be made within 90 days of hire and is irrevocable. Rates established by the State Legislature. Visit <http://www.drs.wa.gov/> for more information.
- ✓ **Deferred Compensation Retirement Savings Plan** (*Pre-tax contributions from base pay*) – Participation optional and can be stopped by an employee at any time.

SALARY ADJUSTMENT

- ✓ **Step Progressions** – Apply annually, based upon performance.

UNION DUES AND INITIATION FEE (Optional Membership)

- ✓ **Monthly Dues** – 2020 Rates
 - Working an average of 80 hours or more per month the monthly installment is \$88.60.
 - Working an average of 40 hours or more and less than 80 hours per month the monthly installment is \$69.10.
 - Working an average of less than 40 hours per month the monthly installment is \$49.62.

This summary is intended to provide an overview of WSNA Collective Bargaining Agreement Benefits at this point in time for information purposes only; it is not a contractual obligation nor guarantee of continuation. WSNA benefits are provided for in the WSNA Collective Bargaining Agreement which is negotiated. See the [WSNA Collective Bargaining Agreement](#) and [plan documents](#) for definitions and full description of benefits.