



MEMO TO: County Council Members

CC: Satpal Sidhu, County Executive
Kayla Schott-Bresler, Deputy Executive
Aly Pennucci, Deputy Executive/A.S. Director

FROM: Melissa Keeley, Human Resources Director

DATE: November 25, 2025

SUBJECT: WA State Nurses Association CBA 2026-2028

The County and Union bargaining teams reached a tentative agreement on a three-year successor collective bargaining agreement beginning January 1, 2026 which the Union ratified.

Summary of significant changes:

Wages

- 2026 – 2.75%
- 2027 – 2.5%
- 2028 – 2.5%

County Monthly Medical Contribution

This group is moving from health insurance plans provided by the WA Counties Insurance Fund (WCIF) to plans provided by the WA Teamsters Welfare Trust (consistent with other groups).

- 2026 - \$1,621 (actual cost)
- 2027 – up to \$1,751
- 2028 – up to \$1,891

Bilingual Premium

- 2% of hourly base wage (consistent with other groups)

On-Call Weekly Rotation Premium

Health and Community Services is mandated to provide a 24/7 phone reporting line for certain things, such as notifiable diseases and other situations, to protect public health by ensuring immediate reporting of urgent situations.

- \$20 per day stipend

Should you have any questions, I am available by email at mkeeley@co.whatcom.wa.us or at extension 5305.