

1. Bereavement Leave

All OFNHP and ONA collective bargaining agreements will be amended as follows:

1. The number of paid bereavement days allowed per occurrence will be ~~increased from three (3) to four (4) days.~~ four (4) days to forty-eight (48) hours, prorated for FTE.
2. Employees will receive ~~two (2) twenty-four (24) two (2) additional bereavement days~~ hours when travelling over two hundred fifty (250) miles, ~~rather than the current three hundred (300) miles.~~
3. ~~Once per calendar year, employees may take an additional 48 hours of bereavement leave, prorated for FTE.~~ Once per calendar year, employees may use the paid bereavement day benefit as outlined in #1 and #2 above upon the death of an individual with whom they ~~employee has~~ has a close association that is the equivalent of a family relationship, but who is not already defined as family in this section:
- 3-4. Revise family language to use gender neutral terminology (e.g., "parent" instead of "mother" or "father")

All other terms regarding bereavement leave would remain as they exist in the current agreements.

Labor 8/29/2025

Danina Rohrer, RN

 8/29/25

Gina R. Man 08/29/25

N. Eag 8/29/25

 8/29/25

 8/29/25

Rachel Scholz 8/29/25

Mary K Johnson 8/29/25

Management

Shahn Uth 8/29/25

 08/29/25



2. Meals and Breaks

Within ~~ninety~~ ~~thirty~~ ~~ninety~~ (90/30/90) days of ratification, the Employer will submit a variance request to the state of Washington seeking the ability to combine meal and rest breaks. The Union commits to endorsing Employer's request, subject to the Union reviewing the variance request. Additionally, the following language will be incorporated into all OFNHP and ONA collective bargaining agreements:

For so long as it ~~is consistent with~~ does not violate state and federal law, Management at its discretion may authorize employees who are otherwise entitled to rest breaks and meal periods to combine rest breaks and meal periods ~~into a continuous rest and meal break~~. Such authorization will be by workgroup/department and shift. Requests for authorizations shall not be unreasonably denied. Management shall have the right to cancel such authorization. In a work group and shift in which management has authorized combination of rest breaks and meal periods, and consistent with state law, an employee will continue to be permitted to take their rest breaks and meal periods separately if they prefer. Nothing in this Article shall modify the paid or unpaid status of rest breaks and meal periods. ~~Should any language or practice in this Article no longer be consistent with state and/or federal law, the Employer and bargaining unit shall immediately revert to a practice whereby employees will be required to take their rest breaks and meal periods separately, and the Union will engage in impact bargaining.~~

Labor 8/29/2025

Pauna Rohrer, RN

 8/29/25

Gene R. Mann 08/29/25

W. Ray 8/21/2025

 8/29/2025

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Rachel Scholze 8/29/25

Mary K Johnson 8/29/25

Management

 8/29/25

 08/29/25