

MEMORANDUM OF UNDERSTANDING
BENTON-FRANKLIN HEALTH DISTRICT (BFHD)
AND
WASHINGTON STATE NURSES ASSOCIATION (WSNA)

BILINGUAL POLICY

ATTENDANCE FOR WSNA: Pursuant to agreement between the parties a member of the WSNA Collective Bargaining Team shall join the BFHD Diversity and Inclusion Team to participate and provide feedback in meetings and discussions related to Bilingual policy establishment such as needs assessment, certification process, timekeeping and other details to be addressed in policy development.

ATTENDANCE FOR BFHD: Existing members of the Diversity and Inclusion Team.

MEETING FREQUENCY: Meetings are scheduled monthly.

SUBJECT TO REVIEW AND FINAL POLICY PROVISIONS: Outcome of bilingual discussions by BFHD Diversity and Inclusion Team as regards bilingual policy establishment such as needs assessment, certification process, timekeeping, compensation and other details to be addressed in policy development is subject to review by BFHD management labor attorney and WSNA labor attorney with final ratification by the WSNA membership and BFHD Board to occur on or before June 30, 2021.

DATED this _____ day of _____, 2020.

Washington State Nurses Association

Benton-Franklin Health District

Lane Toensmeier, Attorney

Jason Zaccaria, Administrator