

MEMORANDUM OF AGREEMENT

WSNA and Benton-Franklin Health District

Article 20 Layoff and Recall

This Memorandum of Agreement (MOA) is entered into by and between Benton Franklin Health District (BFHD) and the Washington State Nurses Association (WSNA). The purpose of this MOA is to clarify language pertaining to Article 20, Section 20.5 of the 2012-2013 CBA.

BFHD and WSNA agree to the following terms:

The current CBA in Article 20, Section 20.5 reads as follows:

20.5 Seniority Defined. For the purposes of this Article only, for current employees, seniority is defined to be the length of employment with the District since employee's hire date. Existing employees of the District will retain seniority for all other Articles (i.e., vacation, promotion, etc.). Beginning with new hires December 1, 2011, seniority is defined by length of time in this bargaining unit only as an RN or PHN. In cases of part-time employees or employees with the same hire date, the total hours paid shall be calculated to determine seniority.

The current CBA in Article 20, Section 20.5 will be revised as follows:

20.5 Seniority Defined. For the purposes of this Article only, for current employees, seniority is defined to be the length of employment with the District since employee's most recent date of hire. In the cases of part time employees, and employee's with the same hire date, total hours paid shall be calculated to determine seniority. Existing employees of the District will retain seniority for all other Articles (i.e., vacation, promotion, etc.).

Beginning with new hires December 1, 2011, seniority is defined by length of time in this bargaining unit only as an RN or PHN.

The parties mutually agree to the above terms and language clarifications through the signatures below:

BENTON-FRANKLIN HEALTH DISTRICT

By: Jason Zaccaria 3-5-13
Jason Zaccaria, Administrator

By: Lisa Wight 3/5/13
Lisa Wight, Human Resources
Manager

WASHINGTON STATE NURSES
ASSOCIATION

By: Jaclyn Perkins 3/5/13
Jaclyn Perkins, WSNA
Representative