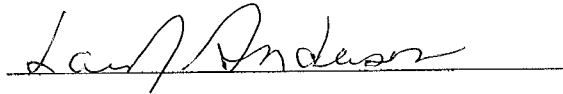


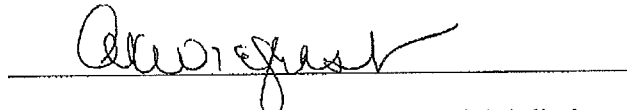
**MEMORANDUM  
OF  
UNDERSTANDING**

The Hospital and the Association agree to form a labor management committee to explore collaborative solutions regarding staffing during high volume times in the Emergency Department with the goal of making a recommendation for a memorandum of understanding by December 31, 2013.

Signed this 9<sup>th</sup> day of September 2013.



Laura Anderson for WSNA



Adrienne Wiegenstein, SPHR for Cascade Medical  
Director of Human Resources