

**LETTER OF UNDERSTANDING**  
**Between**  
**Central Washington Hospital (Hospital)**  
**And**  
**Washington State Nurses Association (Association)**  
**Recognition of RN Case Managers**

**Recognition:** The Hospital recognizes the Association as the sole bargaining representative for all full-time, part-time, and pool Registered Nurse Case Managers (RNCM) as of 11/2/2016. (Amendment to Article 4 of the Current Bargaining Agreement [CBA]).

**Terms and conditions of employment:** The Association and the hospital agree that all existing contractual provisions shall apply unless otherwise provided for herein.

1. Schedules
  - a. Weekend rotation shall be one (1) weekend out of four (4).
  - b. The current eight (8) week master schedule will continue as the scheduling guide.
  - c. Holiday rotation will include either a scheduled RNCM or Standby RNCM and will be rotated equitably.
2. Wages: Nurses current pay will remain the same as current base wage. In April, 2017, the nurse will move to the next highest step. Differentials (4.8 and 8.1) will remain at the current rate until a step is assigned, at which time they will move to the amounts in the existing CBA.
3. Seniority: Nurses will be given credit for all years of past bargaining unit positions as per Article 6.9.1 acknowledging the 11.5 months in 2013 would not be considered a break in service.
4. Floating: Case Management is the home unit and works house wide.
5. Standard work day and innovative work schedules: 5.1 includes innovative work schedules. All current nurses will pick to work eight (8) or ten (10) hour shifts on a one time basis.
6. **Pool staffing requirements:** Amendment to Article 4.8 of the CBA:  
“Pool nurses in Case Management will be available to work a minimum 200 hours per year which includes at least one shift each month.”
7. **Effective Date of this agreement:**  
Amendment of article 19 of CBA: This Agreement shall be effective November 2, 2016. This date shall be the established anniversary date for each of the nurses for both performance and salary review, and shall continue in full force and effect to and including March 31, 2019.

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Carmen S. Garrison, BSN, RN  
WSNA Nurse Representative

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Thomas Christensen, PHR  
Director of Talent Engagement

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Ann Radoslovich, RN  
Case Manager CWH

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Sarah Johnson, MBA  
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