

LETTER OF UNDERSTANDING

Nurses Receiving Premium in Lieu of Benefits Grandfather Agreement

*Revised
10-17-13*

When the new Collective Bargaining Agreement takes effect, any nurse who at that time is already receiving a premium in lieu of benefits under Section 8.9, Premium in Lieu of Benefits, subparts a, b, or c, may continue to do so on a prorated FTE basis until the nurse opts to discontinue this premium in lieu of benefits during a future open enrollment period. Thereafter, like any other eligible nurse, such a nurse may only elect in the future during open enrollment to receive a monthly stipend in lieu of benefits under Section 8.9, should the nurse not wish to receive health insurance (medical and vision).

Such nurses currently receiving a premium in lieu of benefits on April 1, 2013 are:

<u>RN Name</u>	<u>Differential Percentage</u>
Bennett, Paula	18 %
Brown, Mandi	18 %
Burnett, Shannon	18 %
Duncan, Kelsey	18 %
Jennart, Sean	18 %
Lynn, Marianne	18 %
Napoleon, Aaron	18 %
Neville, Joyce	18 %
Phillips, Cynthia	18 %
Price, Tiffany	18 %
Stirling, Amanda	18 %
Bennett, Kenneth	12 %
Bratton, Emily	12 %
Chvilicek, Brigid	12 %
Murphy, Michelle	12 %
Overton, Marie	12 %
Zehm, Shelly	12 %
Abbruzzi, Rita	6 %
Baker, Keri	6 %
Bersch, Wayne	6 %
Broughton, Alissa	6 %
Cannon, Denie	6 %
Church, Michele	6 %
Daniel, Tamara	6 %
Garcia, Patricia	6 %
Griggs Deanna	6 %
Jacobson, Brandi	6 %
Kaiser, Mary	6 %
Kelso, Alicia	6 %
Kunkel, Diane	6 %
Moore, Allyson	6 %
Olson, Amy	6 %
Presnell, Greig	6 %
Ringel, Jayson	6 %
Romero, Idahlia	6 %
Theriault, Meghan	6 %
Vanlith, Miel	6 %
Wallace, Hannah	6 %
Zarate, Yaqueline	6 %

Central Washington Hospital

Cindy Conley RN

Cindy Conley, RN
CWH Manager, Employee/Labor Relations

Date: 10/16/13

Washington State Nurses Association

Carmen Garrison

Carmen Garrison, BSN, RN
WSNA Nurse Representative

Date: 10/17/13