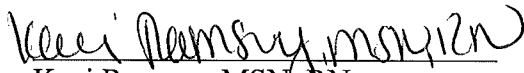


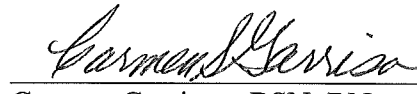
LETTER OF UNDERSTANDING
Use of Paid Time Off (PTO)

This letter of understanding is entered into and between Central Washington Hospital (CWH) and Washington State Nurses Association (WSNA). All existing contractual provisions shall apply unless otherwise provided for herein.

RN's will have the option to keep or remove approved PTO from their time card in the event the RN picks up an additional shift(s). The RN may request removal of PTO during the course of the pay period as long as hired working hours have been met.

The request to remove the PTO hours must be made prior to the end of the pay period in which the PTO hours were taken.


Kaci Ramsey, MSN, RN
Employee and Labor Relations


Carmen Garrison, BSN, RN
WSNA Nurse Representative

11-7-16
Date

11-7-16
Date