

JAN 14 2009

MEMORANDUM OF UNDERSTANDING**EVERGREEN MEDICAL CENTER PTO, HOLIDAY AND EIB PLAN**

In reference to Addendum I (A) number 17 appended to the current collective bargaining agreement between WSNA and EHMC, EHMC's PTO, Holiday and EIB Plan shall be applied as follows:

(9.1) Recognized Holidays. The following days shall be recognized as holidays:

New Year's Day
Memorial Day
Independence Day

Labor Day
Thanksgiving Day
Christmas Day

Note: The equivalent of the personal holiday and President's Day holiday are included in the PTO accrual schedule.

(9.2) Personal Holiday. This provision shall not apply to Home Health, Mental Health and Palliative Care nurses.

(9.7) Direct Cash Payment Option. This provision shall not apply to Home Health, Mental Health and Palliative Care nurses.

(10.2) Accrual. Paid Time Off (PTO) is a flexible approach to pay for time away from work. PTO is designed to help the nurse get the most value by providing the nurse with more control over time off. PTO incorporates and may be used for vacation, personal holiday, sick time or personal reasons. See combined PTO and EIB accrual schedule below.

(10.4) Nurses may take paid PTO as they accrue PTO hours, subject to scheduling as described in section 10.3. PTO shall include shift differential. PTO balances shall not exceed three hundred (300) hours. While at the maximum, no further hours will accrue.

(10.5) Direct Cash Payment Option. Each calendar year a nurse may cash out up to 40 hours of accrued PTO, but must leave at least 40 hours in the PTO bank.

(10.6) Payment on Termination. If a nurse retires, leaves Evergreen or transfers to a non-benefited position, after providing the required advance notice, all unused PTO hours will be cashed out. This provision shall not apply to those nurses who terminate their employment without giving the required twenty-one (21) days' prior written notice.

(11.1) Accrual. Extended Illness Bank (EIB) is accessed for absences longer than 24 hours or 3 days (whichever occurs first) of PTO for each absence due to illness or injury. EIB may be accessed immediately for inpatient hospitalization. See combined PTO and EIB accrual schedule below.

(11.7 and 11.7.1) Sick Leave Conversion to Vacation. This provision shall not apply to Home Health, Mental Health and Palliative Care nurses as the equivalent of five (5) days accrued sick leave are included in the PTO accrual schedule.

EIB Payment on Retirement Termination. If a nurse retires after reaching age 62 and completing 20 years of service, payment equal to 10% of the EIB hours will be cashed out. This provision shall not apply to those nurses who terminate their employment without giving the required twenty-one (21) days' prior written notice.

EIB Maximum Accrual. Nurses can accrue up to 720 hours in the EIB. While at the maximum, no further hours will accrue in the EIB.

Combined PTO and EIB Accrual Schedule.

	PTO		EIB		Total
	Accrual per hour	Max Accrual per year	<i>RN's</i> Accrual per hour	Max Accrual per year	
After:					
0 months	0.065382	136	0.026923	56	192
3 years	0.096151	200	0.026923	56	256
4 years					
5 years	0.099997	208	0.026923	56	264
6 years					
7 years	0.103843	216	0.026923	56	272
8 years					
9 years	0.109612	228	0.026923	56	284
10 years					
11 years	0.115385	240	0.026923	56	296
12 years					
13 years	0.116346	242	0.026923	56	298
14 years					
15 years	0.118269	246	0.026923	56	302
20 years	0.120192	250	0.026923	56	306
25 years	0.122115	254	0.026923	56	310
30 years	0.124038	258	0.026923	56	314

DATED this 31st day of December, 2008.

EVERGREEN HOSPITAL MEDICAL CENTER WASHINGTON STATE NURSES ASSOCIATION





