

EVERGREENHEALTH

and

WASHINGTON STATE NURSES ASSOCIATION

MEMORANDUM OF UNDERSTANDING

EVERGREEN CARDIOVASCULAR IMAGING CENTER

1. The Employer recognizes that the Evergreen Cardiovascular Imaging Center (ECIC) Registered Nurses (RNs) have selected the Washington State Nurses Association (WSNA) as their collective bargaining representative, and that they are included in the bargaining unit under this Agreement.
2. Except as expressly provided below, the ECIC RNs at EvergreenHealth are covered by all provisions of the parties' collective bargaining agreement.
3. Nurses currently employed in ECIC shall be placed on the same step in the WSNA pay scale as their current step in the non-contract nurse pay scale. No nurse shall suffer a reduction in their current wage rate as a result of this Agreement.
4. Nurses shall be placed on the vacation and sick leave accrual schedules in accordance with their years of service with the Employer. Current ECIC RNs shall have their existing banks of Paid Time Off (PTO) hours converted on a one to one basis to Vacation hours. Current ECIC RNs shall have their existing banks of Extended Illness Bank (EIB) hours converted on a one to one basis to Sick leave hours.
5. Existing ECIC RNs shall be granted seniority for all previous hours worked in WSNA represented positions upon ratification. For a period of one year following ratification, existing ECIC RNs as of August 7, 2019 shall be granted seniority from their most recent date of hire as an RN for purposes of protecting their jobs on the ECIC unit, but not for purposes of bidding for jobs outside their unit. Both WSNA and EvergreenHealth recognize this process will be tracked manually within the ECIC unit and the house-wide official seniority report will not be utilized during this one-year period. Following the one-year period, existing ECIC RNs as of August 7, 2019 shall be granted full seniority from their most recent date of hire as an RN for all purposes which will be reflected in the house-wide official seniority report.
6. This MOU is subject to ratification.