

LETTER OF UNDERSTANDING

This will confirm the understanding reached by the parties regarding replacement of the existing RN wage scale in the 2021-2024 collective bargaining agreement with a new wage scale to become effective June 11, 2023.

The parties have agreed to replace the existing wage scale with a new scale, attached to this letter of understanding, to be effective June 11, 2023. The parties have also agreed that the contractual across-the-board three percent (3%) increase to the wage scale, scheduled to occur on October 29, 2023, will be based on the new scale.

For Harbor Regional Health
Community Hospital

For Washington State Nurses Association

By: Maxim W. [Signature]

Its: Council

Date: 6/21/23

By: Michael A. [Signature]

Its: General Council

Date: 6/20/23