

WASHINGTON STATE NURSES ASSOCIATION

AND

KADLEC REGIONAL MEDICAL CENTER

MEMORANDUM OF AGREEMENT

Meal Waiver Continuation

This Memorandum of Agreement is entered into and between Kadlec Regional Medical Center (KRMC) and Washington State Nurses Association (WSNA). All existing contractual provisions shall apply unless otherwise provided for herein.

A meal waiver process and form have been in place for WSNA represented nurses working at KRMC since July 2024. Pursuant to RCW 49.12.480, the State of Washington has established a new meal waiver process that will go into effect on January 1, 2026. In compliance with the law, WSNA and KRMC agree to work together to develop a mutually acceptable meal and break waiver form to be utilized in the future. However, during the period the parties are working to develop that new waiver form, a period that shall continue until such time as a final waiver form is agreed to by the parties, they agree that the nurses may continue to utilize the break waiver form currently in place.

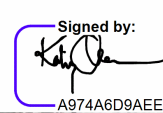
Acknowledged and Agreed:

WSNA

By 

Date: 11/25/2025

KRMC

By  Signed by:
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Date: 11/26/2025