

## MEMORANDUM OF AGREEMENT

The Washington State Nurses Association and Kindred First Hill Hospital agree to the following:

1. Effective on the first full pay period following the execution of this Agreement, the hospital will implement the new hiring grid identified as "Proposed Market Adjustment" in the below table. A nurse hired after the execution of this Agreement shall be placed at the step commensurate with the nurse's years of experience as a registered nurse.
2. Effective on the first full pay period following the execution of this Agreement, the hospital will move all current nurses to the hiring grid step that is commensurate with each nurse's continuous years of service with Kindred.
3. Effective on the first full pay period following the execution of this Agreement, a current nurse who received an increase pursuant to Section 2 of this Agreement that is less than 2% shall receive an increase of 2%. All current nurses shall receive the wage increase described under Section 2 of this Agreement or a 2% increase, whichever is higher.
4. Nothing in this Agreement is intended to restrict the right of either party to introduce economic and non-economic proposals in upcoming contract negotiations.

\_\_\_\_\_  
For WSNA

\_\_\_\_\_  
For Kindred First Hill

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

Job Type	Kindred		% between steps	Proposed Market Adjustment  (Per Year of Experience)	11%	% Rate Increase  (Proposed vs. Current)
RN & House Sup's	<b>Expires</b>	<b>2/29/2020</b>				
RN & House Sup's	<b>Effective</b>	<b>2/1/2020</b>				
RN & House Sup's	<b>Base</b>	\$31.21		<b>\$34.50</b>		11%
RN & House Sup's	<b>1</b>	\$31.84	<b>2.02%</b>	<b>\$35.71</b>	<b>3.50%</b>	12%
RN & House Sup's	<b>2</b>	\$32.47	<b>1.98%</b>	<b>\$36.96</b>	<b>3.50%</b>	14%
RN & House Sup's	<b>3</b>	\$33.12	<b>2.00%</b>	<b>\$38.25</b>	<b>3.50%</b>	15%
RN & House Sup's	<b>4</b>	\$33.78	<b>1.99%</b>	<b>\$39.59</b>	<b>3.50%</b>	17%
RN & House Sup's	<b>5</b>	\$34.46	<b>2.01%</b>	<b>\$40.98</b>	<b>3.50%</b>	19%

RN & House Sup's	6	\$35.15	2.00%	\$42.00	2.50%	19%
RN & House Sup's	7	\$35.85	1.99%	\$43.05	2.50%	20%
RN & House Sup's	8	\$36.57	2.01%	\$44.13	2.50%	21%
RN & House Sup's	9	\$37.30	2.00%	\$45.23	2.50%	21%
RN & House Sup's	10	\$38.05	2.01%	\$46.36	2.50%	22%
RN & House Sup's	11	\$38.81	2.00%	\$47.29	2.00%	22%
RN & House Sup's	12	\$39.58	1.98%	\$48.23	2.00%	22%
RN & House Sup's	13	\$40.38	2.02%	\$49.20	2.00%	22%
RN & House Sup's	14	\$41.18	1.98%	\$50.18	2.00%	22%
RN & House Sup's	15	\$42.01	2.02%	\$51.18	2.00%	22%
RN & House Sup's	16	\$42.85	2.00%	\$52.21	2.00%	22%
RN & House Sup's	17	\$43.70	1.98%	\$53.25	2.00%	22%
RN & House Sup's	18	\$44.58	2.01%	\$54.32	2.00%	22%
RN & House Sup's	19	\$45.47	2.00%	\$55.40	2.00%	22%
RN & House Sup's	20	\$46.38	2.00%	\$56.51	2.00%	22%
RN & House Sup's	21	\$47.31	2.01%	\$57.64	2.00%	22%
RN & House Sup's	22	\$48.25	1.99%	\$58.80	2.00%	22%
RN & House Sup's	23	\$49.22	2.01%	\$59.97	2.00%	22%
RN & House Sup's	24	\$50.20	1.99%	\$61.17	2.00%	22%
RN & House Sup's	25	\$51.21	2.01%	\$62.39	2.00%	22%
RN & House Sup's	26	\$52.23	1.99%	\$63.64	2.00%	22%
RN & House Sup's	27	\$53.28	2.01%	\$64.91	2.00%	22%
RN & House Sup's	28	\$54.34	1.99%	\$66.21	2.00%	22%
RN & House Sup's	29	\$55.43	2.01%	\$67.54	2.00%	22%
RN & House Sup's	30	\$56.54	2.00%	\$68.89	2.00%	22%
RN & House Sup's	31	\$57.67	2.00%	\$70.27	2.00%	22%
RN & House Sup's	32	\$58.82	2.00%	\$71.67	2.00%	22%