

## MEMORANDUM OF UNDERSTANDING

### Kittitas Valley Healthcare and Washington State Nurses Association

#### Article 9.12, Work on Day Off, and Resolution of Grievance #305

This Memorandum of Understanding ("MOU") is entered into by **Kittitas Valley Healthcare** ("KVH" or the "Employer") and the **Washington State Nurses Association** ("WSNA" or the "Association"), together the "Parties."

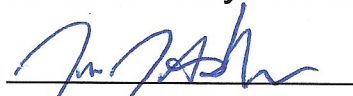
### Background

Article 9.12 of the Parties' 2026–2028 Collective Bargaining Agreement (the "Agreement") provides a premium for eligible nurses "called in on their day off" but does not define the notice that distinguishes a call-in from a voluntarily scheduled additional shift. The Parties acknowledge that differing interpretations and practices have developed among departments. WSNA filed Grievance #305 on July 20, 2026, regarding the application of Article 9.12. The Parties wish to clarify the provision and resolve the grievance without further dispute.

### Agreement

1. **Definition of "Called In on Day Off"**. For purposes of Article 9.12, an eligible nurse is considered "called in on their day off" when the nurse commits to work an additional shift, beyond their regularly scheduled shifts, within ten (10) calendar days of the start of that shift. This definition applies regardless of whether:
  - a. The Employer initiates the request for the additional shift; or
  - b. The nurse volunteers for or picks up an available shift that is subsequently approved or confirmed by the Employer.
2. **No Other Changes**. Except as expressly modified by this MOU, all terms and conditions of Article 9.12 and the Collective Bargaining Agreement shall remain unchanged and in full force and effect.
2. **Effective Date and Grievance Resolution**. This MOU shall take effect on the first full pay period following execution by both Parties and shall apply prospectively only. Upon execution of this MOU, WSNA agrees to withdraw Grievance #305 with prejudice, and the grievance shall be considered fully resolved.
3. **Term**. This MOU shall remain in effect through December 31, 2028, unless extended by mutual written agreement of the Parties. Upon expiration, the Parties may negotiate whether to incorporate the terms of this MOU into a successor collective bargaining agreement.

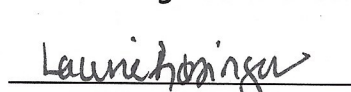
For Kittitas Valley Healthcare



Jason Adler, Chief Executive Officer

Date: 10/13/2026

For Washington State Nurses Association



Laurie Robinson, Nurse Representative

Date: 10.14.26