

## **Memorandum of Understanding**

### **Regarding Furloughs**

The Washington State Nurses Association (WSNA) and Overlake Medical Center (OMC) share a common interest in assuring income security for nurses during the COVID-19 pandemic. Pursuant to that interest, the following is intended to address issues relating to the furlough of nurses. Nurses in units that have significant reductions in services and are designated by Overlake may elect to apply for furlough status. Furlough status is a voluntary, temporary layoff status utilized by Overlake that is intended to permit an employee whose services are not needed to apply for and receive unemployment compensation. While on furlough status, a nurse is not working and is, accordingly, not earning wages. Nurses shall maintain their seniority while on furlough. A nurses' accrual of PTO and EIB is suspended while on furlough. Overlake will maintain other employer-paid benefits for employees on furlough. Following notice and an opportunity to submit applications, Overlake will determine whose applications for furlough are accepted. Priority will be given to applications based on seniority. Overlake will determine the number of employees on furlough status and the timing of the return of employees from furlough status. Employees will be returned to the FTE status held and shift worked before going on furlough status. Employees who do not timely return to their original FTE status and shift after reasonable notice shall be considered a quit. If permanent or prolonged reductions in staffing occur, Overlake will implement the layoffs in accordance with Article 9 of the CBA. Nurses on furlough shall be considered by the Hospital as working in their original unit, FTE status and shift in the event the Hospital identifies employees for layoff pursuant to Section 9.3.1 (Layoff Notices). Nothing in this Memorandum of Understanding is intended to limit or expand the parties' positions concerning Overlake's right to use furloughs, including without limitation on a non-voluntary basis, after this Memorandum of Agreement expires. This Memorandum of Agreement is subject to the grievance and arbitration procedure in the parties' collective bargaining agreement. This Memorandum of Agreement expires when the Governor declares the State of Emergency at an end, or six months from the date of agreement, whichever comes first, absent mutual agreement to extend its terms.

IT IS SO AGREED.

OVERLAKE HOSPITAL MEDICAL  
CENTER

WASHINGTON STATE NURSES  
ASSOCIATION

*By: [Signature]*

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By: *Lisa Bruck, CMBO*

By: \_\_\_\_\_

Date: *4/15/2020*

Date: \_\_\_\_\_