

Memorandum of Understanding
Family Medical Clinic Registered Nurses

Washington State Nurses Association and PeaceHealth Peace Island Medical Center hereby agree to the following terms regarding integration of the Family Medical Clinic nurses into the bargaining unit:

1. Negotiating Team. Time spent by member of the Association's negotiating team in negotiation sessions shall count for purposes of computing service increments and accrual of benefits in keeping with Article 4.7.
2. Inclusion in the bargaining unit. The Medical Center recognizes the Association as the sole and exclusive bargaining agent for all registered nurses in the Family Medical Clinic.
3. Wage Rates. Nurses covered by this Agreement shall be paid in accordance with the provisions contained herein and the applicable wage rates in Appendix C.
4. Recognition for Previous Experience. Each currently employed nurse shall be compensated at a salary level equal to the nurse's number of years of continuous recent experience in nursing, except that no Family Medical Clinic Nurse will receive a wage that is less than the nurse's current wage rate. For currently employed Family Medical Clinic nurses, compensation at the rate discussed above will be retroactive to the first full pay period following September 6, 2017.

Following ratification, the RN will be placed on the step commensurate with years of experience reflected in the RNs initial application. Any RN wishing to have their experience reviewed may fill in a parity form and submit to Human Resources within 30 days following ratification. If additional credit for experience results in the award of additional steps beyond the initial placement, wages will be paid retroactively to the first pay period following September 6, 2017.

5. Seniority. Article 10.1 "Seniority" applies to Family Medical Clinic nurses with the following addition: A nurse's hospital wide seniority shall be calculated per Article 10.1 to include a nurse's most recent date of employment as a PeaceHealth Family Medical Clinic nurse.
6. Nine-hour shift. Where mutually agreeable to the Medical Center, the Association and the nurse concerned, a normal workday may consist of nine (9) hours. All time worked in excess of nine (9) hours on any shift shall be paid at a premium rate of time and one-half the regular rate of pay. All time worked in excess of twelve (12) hours shall be paid at the premium rate of double the regular rate of pay.

7. Full application of contract. All provisions of the parties' Agreement apply to the nurses as of September 6, 2017. Nurses shall not be treated as probationary.

WASHINGTON STATE NURSES ASSOCIATION

By: Radina Luaver RN

Date: 1/23/2018

PEACEHEALTH PEACE ISLAND MEDICAL
CENTER

By: [Signature]

Date: 1-10-18

Steps	Effective 9/17/2017
Base	\$ 34.87
1 Year	\$ 35.56
2 Years	\$ 36.45
3 Years	\$ 37.37
4 Years	\$ 38.29
5 Years	\$ 39.26
6 Years	\$ 40.04
7 Years	\$ 40.84
8 Years	\$ 41.65
9 Years	\$ 42.49
10 Years	\$ 43.34
11 Years	\$ 44.00
12 Years	\$ 44.65
13 Years	\$ 45.32
14 Years	\$ 46.00
15 Years	\$ 46.69
16 Years	\$ 47.15
17 Years	\$ 47.63
18 Years	\$ 48.11
19 Years	\$ 48.59
20 Years	\$ 49.07
21 Years	\$ 49.56
22 Years	\$ 50.06
23 Years	\$ 50.56
24 Years	\$ 51.07
25 Years	\$ 51.58
26 Years	\$ 52.10
27 Years	\$ 52.62
28 Years	\$ 53.14
29 Years	\$ 53.67
30 Years	\$ 54.21