

WASHINGTON STATE NURSES ASSOCIATION

AND

PEACEHEALTH ST. JOHN MEDICAL CENTER

**MEMORANDUM OF UNDERSTANDING**

**Weekend Defined**

This memorandum of understanding is entered into and between PeaceHealth St. John's Medical Center (the Employer) and the Washington State Nurses Association (WSNA). All existing contractual provisions shall apply unless otherwise provided for herein.

The purpose of this memorandum is to memorialize the understanding reached between the Employer and WSNA. Upon ratification of this MOU, the parties agree to modify articles 6.5 Weekends and 8.1.1 Consecutive Weekends as follows. The Employer and WSNA reserve the right to revisit this understanding during future contract negotiations.

- 6.5 Weekends - The Employer shall make reasonable efforts to schedule full-time and part-time nurses every other weekend off. Any additional weekend work will be scheduled where mutually agreeable and where necessary for the proper administration of the nursing unit. A nurse who is regularly scheduled in more than one unit or department must reach mutual agreement with the directors of each affected unit or department if the nurse wishes to preserve an arrangement of every other weekend off. For purposes of this paragraph, a weekend shall be defined as a 48-hour period, the beginning of which shall be defined for the day and evening shift personnel, as Saturday and/or Sunday. For night shift personnel, the weekend shall be defined as Friday and/or Saturday nights.
- 8.1.1 Consecutive Weekends - When a full-time or part-time RN works two (2) consecutive weekends, the RN will be paid an hourly weekend bonus for the hours worked on the extra weekend. A weekend shift for this purpose is any individual weekend shift ( other than a scheduled on-call shift) in which a majority of the hours worked are during the 48-hour period established as the unit's weekend under Section 6.5 of this Agreement. Weekend shifts worked as a result of trades or substitutions initiated by a nurse after the schedule is posted, requested by the nurse in the scheduling or digital scheduling process, the next regularly scheduled weekend after a consecutive weekend shift, and work on scheduled on-call shifts ( e.g., callback) will not be eligible for the weekend bonus. The amount of the weekend bonus will be the number of weekend shift hours that are eligible for the weekend bonus multiplied by \$12.00.
- Within 60 days of ratification of this Agreement, the Employer agrees to provide retro pay for any and all Consecutive Weekend Bonus PPA forms that were submitted and received management's approval but were pending final payment, from October 6, 2024 until date of ratification.

WSNA

PHSJMC

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Jaclyn Smedley  
WSNA Representative

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Date

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Tami Janecki  
SHRM-SCP, SPHR PeaceHealth St. John

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Date