

MEMORANDUM OF UNDERSTANDING

Between

Washington State Nurses Association (WSNA)

And

Providence Sacred Heart Medical Center

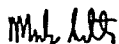
This letter of understanding is entered into and between Providence Sacred Heart Medical Center and Washington State Nurses Association (WSNA). All existing contractual provisions shall apply unless otherwise provided for herein.

The purpose of this letter is to memorialize the understanding reached between the Medical Center and WSNA regarding the education and training of registered nurses from other facilities not employed by the Medical Center. Those understandings and expressions of the Medical Center's good faith intent are as follows:

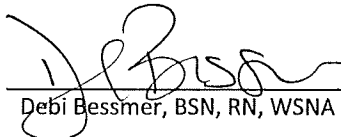
- The Medical Center provides education and training in various programs to nurses from other facilities.
- The Medical Center's nurses are assigned to care for the medical center's patients; nurses from other hospitals facilities who are being trained at the Medical Center participate in the care process to learn specific skills for a time period no longer than three months.
- Nurses from other facilities who are receiving training at the Medical Center will not replace the Medical Center's nurses or be considered in the staffing levels on the units for patient assignments.
- Nurses from other facilities who are receiving training at the Medical Center are not considered to be members of the bargaining unit represented by WSNA. As such, the terms of the contract between the Medical Center and WSNA do not apply to these nurses.
- Medical Center nurses who are requested by a supervisor and/or manager to train nurses from other facilities who are receiving training will receive preceptor pay.
- The Medical Center's nurses will be provided the first opportunity to enroll in spaces allotted for Medical Center-related training programs. In some instances, spaces may also be allotted for students.

Providence Sacred Heart Medical Center

Washington State Nurses Association (WSNA)



Mark Smith, Director of Human Resources



Debi Bessmer, BSN, RN, WSNA Nurse Representative

SEPTEMBER 9, 2016

Date

Sept 8, 2016

Date