

LETTER OF UNDERSTANDING

ACCRETION OF SKAGIT VALLEY MEDICAL CLINIC RNs

This Letter of Understanding is between Skagit Valley Hospital and Washington State Nurses Association.

All existing contractual provisions apply retroactive to July 1, 2010, including but not limited to compensation, unless otherwise provided for herein.

1) Accreted RNs

- General Surgery RNs
- Urgent Care RNs
- Protime RNs
- Lead RNs
- Consulting RNs
- Abstractor RNs

Excluded

- Research RNs
- Clinical Trainer RNs

- 2) Seniority tie breaker for the accreted RNs, if needed, would be DOH at Skagit Valley Medical Clinic.
- 3) Skagit Valley Medical Centers medical plan will continue through December 2010. The nurses will then be covered by Skagit Valley Hospital's plan beginning 2011.
- 4) The Hospital's retirement plans became effective July 1, 2010.
- 5) For the purposes of Section 10.1 of the Agreement, nurses will be placed at the AL accrual level commensurate with their years of service at SVMC.
- 6) Nurses will have any EIB and previously accrued sick leave combined and maintained. The new accrual rates per article 11 will begin the first full pay period after the execution date of this LOU.
- 7) For purposes of article 12, the nurses will be added to group 3.
- 8) On a onetime non-precedent setting basis, Article 7.2 will be amended to include the nurses who currently work nine (9) hour shifts for the RNs in only the Skagit Regional Clinics

Kathi Landon

Washington State Nurses Association

10-5-10
Date

Wendy D. [Signature]
Skagit Valley Hospital

10/6/10
Date