



**MEMORANDUM OF AGREEMENT**

The Washington State Nurses Association (WSNA or Union) and Skyline Health (hereafter, Employer) hereby enter into the following Memorandum of Agreement:

**RECITALS:**

- A. To staff to our full potential to provide care for our community by offering an incentive for our nurses working extra day shifts (0700-1930) during these times.
- B. The parties share a mutual interest in assuring the health and safety of patients, clients, families, staff and the community.

**AGREEMENT:**

Double-time for working extra day shifts (0700-1930) will be paid after benefited staff have met their commitment of their scheduled FTE for the week and per-diem staff have fulfilled their commitment of submitting 3 available shifts for the month.

**DURATION.**

This agreement will remain in effect from Dec 04, 2022 to Feb 28, 2023, with the understanding Employer may terminate this Memorandum of Agreement at any time upon written notice to WSNA.

DATED this 6th day of December 2022.

Washington State Nurses Association

A handwritten signature in blue ink, appearing to be "M. Smith", written over a horizontal line. The signature is enclosed within a large, hand-drawn blue circle.

Employer

A handwritten signature in blue ink, appearing to be "Diane Matthews CNO", written over a horizontal line.