

Memorandum of Understanding Updated 4/9/2019

The purpose of this Memorandum of Understanding between the Washington State Nurses Association (“WSNA”) and the Snohomish Health District (the “District”) is to update an agreement reached between the parties regarding the manner in which on-call duties are scheduled and compensated for nurses assigned these duties.

Recitals

The District is required to maintain after-hours emergency phone contacts to receive reports of certain notifiable conditions that are reported outside of regular business hours. To ensure adequate coverage for this role, in or about March 2012, the District incorporated WSNA-represented nurses from its Communicable Disease program into the rotation of persons responsible for maintaining on-call during off-duty hours to respond to immediately notifiable reports. The parties have reached this Memorandum to memorialize agreements about the assignment of on-call responsibilities in addition to those codified in the parties’ collective bargaining agreement (the “Agreement”).

Agreement

Now, therefore, the parties agree as follows:

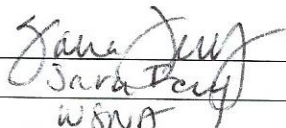
1. The District assigns on-call responsibilities on a weekly basis, but permits nurses and Epidemiologist IIs to trade those responsibilities for one or more days provided that they adequately notify responsible managers of the trade. The weekly assignment of on-call responsibilities is from 5:00 p.m. Wednesday to 8:00 a.m. Wednesday. (As provided by the Agreement, nurses receive a daily stipend of \$25 for days they are assigned on-call responsibilities.)
2. The District may assign qualified Prevention Services Supervisors, Assistant Director, and Epidemiologist II employees to on-call responsibilities, in rotation with the Three (3) Communicable Disease Public Health nurses.
3. Should a vacancy or extended leave of absence occur among on-call staff specified above, the on-call rotation responsibilities will be scheduled among the remaining staff.

Signed and Dated this 11 day of July, 2019.

Snohomish Health District

Washington State Nurses Association


By SHAWN FREDERICK
Its INTERIM ADMINISTRATOR


By SARA PEIFF
Its WSNA