

MEMORANDUM OF UNDERSTANDING
By And Between The
SNOHOMISH HEALTH DISTRICT
and
WASHINGTON STATE NURSES ASSOCIATION

This Memorandum of Understanding ("MOU") is entered by and between the Snohomish Health District ("District") and Washington State Nurses Association ("WSNA"). This MOU memorializes the agreement reached between the District and WSNA regarding section 15.15 of the contract.

The current contract language does not allow Inclement Weather to be used to leave early due to hazardous conditions nor the ability to utilize Floating Holiday in addition to the 4 hours of weather leave. New contract language shall now read

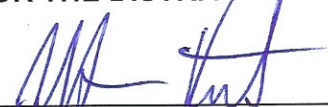
15.15 Inclement Weather Leave

Up to four (4) hours per year, noncumulative, will be granted for tardiness or to leave early due to inclement weather. Any absence or tardiness over four (4) hours due to inclement weather will be charged to unused vacation, floating holidays, or compensatory time at the employee's option.

By signing below, the parties agree that the above represents the parties' full and entire agreement with respect to this MOU. This MOU shall not be interpreted to create a past practice and shall not be precedent setting for future situations.

Signed this 29 day of April, 2019.

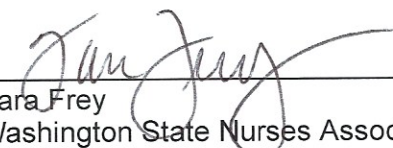
FOR THE DISTRICT:



Jefferson Ketchel
Administrator

4-10-2019
Date

FOR WSNA:



Sara Frey
Washington State Nurses Association

4/29/19
Date