

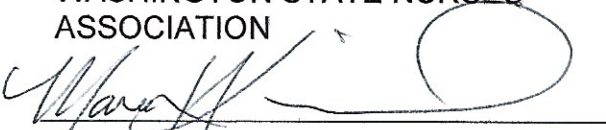
Memorandum of Understanding

Regarding Paid Medical Leave

In accordance with the provisions of the Washington Paid Family and Medical Leave (RCW 50A.04), beginning February 16, 2020 deductions and eligibility will begin for qualified nurses through the state's program. Nurses may be eligible for additional short-term disability benefits for their own medical leave through the employer's short-term disability plan.

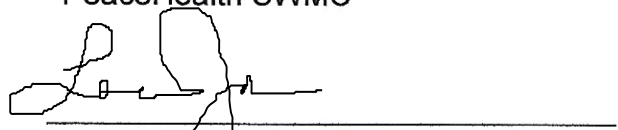
February 12, 2020.

WASHINGTON STATE NURSES
ASSOCIATION



Nurse Representative

PeaceHealth SWMC



Human Resources

Date Accepted	
Accepted by WSNA	
Accepted by Employer	