

Memorandum of Understanding  
Utilization Review Reduction in Force

PeaceHealth Southwest Medical Center ("Employer") and Washington State Nurses Association ("Union") agree to the following provisions related to the reduction in force affecting Union-represented nurses performing Utilization Review work, which will occur on August 15, 2022. Unless specified below, Employer will follow the provisions of the Collective Bargaining Agreement and Employer's Severance Policy.

**Severance Packages**

1. Affected nurses who do not secure another position with PeaceHealth or another employer before August 15, 2022 will receive four weeks of severance, plus one week for each completed year of service with PeaceHealth, up to a maximum of 26 weeks of severance.
2. Nurses who do obtain work outside of PeaceHealth may also elect to accept the severance package. Should nurses return to PeaceHealth, the severance payments will cease.
3. All unused PTO will be paid out on termination of employment.
4. Affected nurses may elect continuation coverage of Employer-paid health care premiums for the duration of the severance, as outlined in the Employer's severance policy.
5. Affected nurses who separate from employment as a result of this reduction in force are eligible for rehire at PeaceHealth.

**Care Management Positions**

Affected nurses may remain in their current FTE and transition to Discharge Planner positions at PeaceHealth SW Medical Center. Nurses who make this choice may make the transition prior to August 15, 2022.

**Unemployment**

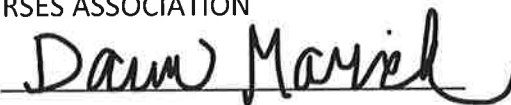
Employer will not contest unemployment claims made by affected nurses.

PEACEHEALTH MEDICAL CENTER

By 

Date: 7/21/22

WASHINGTON STATE  
NURSES ASSOCIATION

By 

Date: 7/15/2022