

AGREEMENT

1. This agreement shall cover employment of registered nurses by the Hospitals and shall become effective as to each Hospital when signed by it and by the proper officers of the Association and shall date as of June 1st, 1944.

2. The Hospitals recognize the Association as the authorized representative for registered nurses.

3. General duty Nurses employed by the Hospitals shall be divided into two classes, as follows:

- (a) Those registered general duty Nurses who are willing to work on any day designated by the Hospital, shall be referred to as general duty Nurses; and
- (b) Those registered general duty Nurses who signify their unwillingness to work on any specified days, shall be referred to as limited service general duty Nurses.

4. The base pay rate for limited service nurses shall be \$150.00 per month and the base pay rate for general duty Nurses shall be \$160.00 per month, plus \$5.00 per month for laundry in all cases where laundry is not furnished by the Hospital. The working day shall be eight hours and the work week shall be forty-eight hours. Nurses working 3:00 p.m. to 11:00 p.m. and 11:00 p.m. to 7:00 a.m. are to be paid an additional \$10.00 over the base rate.

When service is performed which exceeds fifteen minutes duration, but not exceeding one-half hour, it shall be computed as one-half hour and overtime in excess of one-half hour shall be computed to the nearest hour and the Nurse shall be paid time and one-half for such overtime.

Nurses shall receive an increase of \$5.00 per month at the end of six months continuous service and an increase of \$2.50 per month at the end of each succeeding six months period, provided that the total increase for any length of service shall not exceed \$15.00 per month.

5. Nurses who work on New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day, shall be paid time and one-half for such work on such days.

6. Nurses shall receive double-time for work performed on the seventh consecutive day.

7. Nurses now receiving compensation in excess of the rates hereinabove specified shall not have their compensation decreased.

8. Nurses who have been continuously employed for a period of one year shall be entitled to a vacation of two weeks with pay.

9. Nurses who have been continuously employed for a period in excess of six months shall be entitled to a seven day sick leave with pay during each year

of service, provided that the first three days absence on account of such illness shall be excluded. In order to be eligible for sick leave compensation Nurses shall furnish to the Hospital a doctor's certificate certifying to her illness.

In cases where a nurse incurs an illness while in the employment of the Hospital that is the result of such employment and is of a type that requires hospitalization and is acceptable to the Hospital for hospitalization, the Hospital concerned will furnish hospitalization in its own institution for a period of sixty days, provided that if the nurse is a member of any group hospital coverage plan the benefits provided by such plan shall be exhausted prior to the commencement of hospitalization provided for herein.

Should there be any question as to whether the illness is the result of employment the determination shall be made by three physicians, one of whom shall be selected by the nurse, one by the Hospital, and a third by these two, all such physicians shall be members of the King County Medical Society.

10. Nurses performing special services, including those in operating rooms, Nurses in charge of floors, supervisors, etc., shall receive a minimum of \$10.00 as additional compensation to the base pay rate herein provided for.

11. This agreement shall be for a period of one year and thereafter from year to year unless either party shall, not less than thirty days prior to the expiration date, request revision of any provision.

This Agreement is made at Seattle, Washington, this 1st day of June, 1944.

CONTRACT

Contract of the General Staff Section of District No. Two, Washington State Nurses' Association with the Seattle Hospital Council, effective June 1st, 1944.

We invite you to become a member of King County Graduate Nurses' Association, District No. 2, W.S.N.A.

327 Cobb Bldg., Seattle, Wash.

Main 2383