

**Memorandum of Agreement between
Spokane Regional Health District and the Washington State Nurses Association.**

On June 17th, 2021, President Biden declared Juneteenth a federal holiday. Pursuant to the parties' Agreement, the Health District and Union opened the contract for purposes of negotiating the Union's request to add Juneteenth as a recognized holiday. At the conclusion of those negotiations, the parties agreed to recognize Juneteenth as a paid holiday in year 2022. As a result, June 19, 2022 will be treated as a paid holiday under the parties' Agreement.

The parties agree to negotiate whether to add Juneteenth to the number of paid holidays in the successor agreement when full contract negotiations commence, as adding an additional paid holiday does have an economic impact to the Health District and affects the members' total compensation.

Amelia Clark 8/26/2021

SRHD / Date

J. Smedley 8/28/21

WSNA / Date