

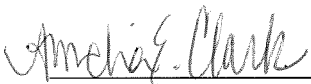
Spokane Regional Health District

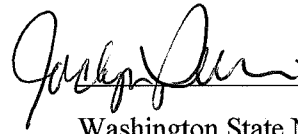
**Memorandum of Understanding
Regarding New Job Classification**

The parties agree that they wish to add the new classification of Clinical Nurse to WSNA's bargaining unit effective March 1, 2020. This new classification will be assigned to the existing 33/37N pay range.

Effective March 1, 2020, all nurses currently classified as a Public Health Nurse 1 will be reclassified to a Clinical Nurse, will move to the same numerical step on the new pay range as they currently hold, and will retain their current step increase date.

The PHN1 classification will remain in the bargaining unit.

 Date 2/27/2020
Spokane Regional Health District

 Date 2/20/20
Washington State Nurses Association