



**Memorandum of Understanding
Between Spokane Regional Health District (SRHD)
and WSNA (the Union)**

August 2026

Temporary Disaster Relief Leave Bank

Purpose

The Spokane Regional Health District ("SRHD") and the Washington State Nurses Association ("WSNA") recognize that employees may experience significant hardship resulting from natural disasters and other catastrophic events. The parties desire to provide represented employees with access to the SRHD Disaster Relief Leave Bank Program to assist employees who are directly impacted by qualifying disaster events.

Program Administration

The parties agree that bargaining unit employees shall be eligible to participate in the SRHD Disaster Relief Leave Bank Program under the same terms and conditions established by SRHD's Disaster Relief Leave Bank Policy, as may be amended from time to time in accordance with applicable law. The Disaster Relief Leave Bank Policy shall govern all aspects of the program, including but not limited to:

- Employee eligibility;
- Qualifying disaster events;
- Leave donation requirements;
- Tax treatment of donated leave;
- Distribution of donated leave;
- Documentation requirements;
- Administrative procedures;
- Usage limitations; and
- Return of unused donated leave.

The parties acknowledge that SRHD's administration of the program may be subject to applicable federal and state laws, Internal Revenue Service guidance, and payroll requirements.

Bargaining Unit Participation

Employees represented by WSNA may voluntarily donate accrued leave and may apply to receive leave from the Disaster Relief Leave Bank in accordance with the eligibility requirements and procedures established under the Disaster Relief Leave Bank Policy. Participation in the program shall be voluntary.

No Waiver / Limited Agreement

Except as expressly provided in this Memorandum of Understanding, all provisions of the parties' Collective Bargaining Agreement shall remain unchanged and in full force and effect.

Non-Precedent

This Memorandum of Understanding is intended solely to address participation in the Disaster Relief Leave Bank Program and shall not establish a past practice or precedent regarding any other leave-sharing program, employee benefit, or provision of the Collective Bargaining Agreement.

Duration

This Memorandum of Understanding shall become effective upon signature by both parties and shall remain in effect unless terminated or modified by mutual written agreement of the parties.

WSNA

Laurie Robinson (Aug 11, 2026 14:10:59 PDT)

Laurie Robinson, Representative

SRHD

Danny Scalise (Aug 11, 2026 17:21:28 PDT)

Danny Scalise, Administrative Officer



Ryan Herring (Aug 11, 2026 17:32:49 PDT)

Ryan Herring, Director, Human Resources