

LETTER OF UNDERSTANDING
BETWEEN
PEACEHEALTH ST. JOSEPH MEDICAL CENTER
AND
WASHINGTON STATE NURSES ASSOCIATION
UNIT ESTABLISHED FULL SHIFT LENGTHS

The parties agree on the following:

1. A “unit’s established full shift lengths” in article 5.4.2 of the collective bargaining agreement shall be defined as equivalent to the minimum shift length, in hours, worked by an FTE WSNA-represented nurse on the unit (i.e. 6-, 8-, 10-, or 12-hour shifts).
2. When a unit’s established full shift length is changed due to a restructure or elimination of a shift length through attrition or layoff, the employer shall provide WSNA with notice 30 days before the change in the established shift length.
 - a. Per Diem nurses assigned to a unit before the established full shift length has changed shall be allowed to continue to provide availability under the former established shift length for a period of 6 (six) months or until they have a change in employment status including transferring to another unit, accepting an FTE position, or resigning from PeaceHealth employment, whichever comes first.
3. This Letter of Understanding resolves the Float Pool impact bargaining dispute and Grievance 194 in their entirety. Upon acceptance of this agreement, WSNA agrees to withdraw Grievance 194 and any related arbitration demand.
4. This Letter of Understanding is entered into without admission of wrongdoing, liability, or contract violation by either party.
5. This Letter of Understanding resolves only the matters identified in bullet three (3) and does not establish a precedent for other disputes. The parties’ agreed definition of “unit’s established full shift lengths” in bullet one (1) shall be used when interpreting and applying Article 5.4.2 of the collective bargaining agreement. WSNA retains the right to pursue grievances under Article 5.4.2 and any other applicable provision of the collective bargaining agreement, including grievances concerning whether the Employer has applied that agreed definition correctly.

WASHINGTON STATE NURSES
ASSOCIATION

By: Jared Richardson

Date: 10/9/2026

PEACEHEALTH ST. JOSEPH
MEDICAL CENTER

By: Guiana Bell

Date: 10/12/2026