Memorandum of Understanding # 8 (Amended)

Conclusion of Hospice Staffing Pilot

The parties agreed to a six-month staffing pilot for Whatcom Hospice After-Hours Nursing Services from July 2020-January 2021. The pilot consisted of four temporary positions, two evening shift positions of 0.6 FTE and 0.8 FTE, 1530-2400; and two night shift positions of 0.6 FTE and 0.8 FTE, 0000-0830.

The pilot is complete and has demonstrated favorable outcomes. Therefore, in mutual agreement with the Association, Hospice Leadership will move forward and post these temporary positions as permanent positions.

These permanent positions will be posted as two .8 FTE positions (one evening and one night) and two .6 FTE positions (one evening and one night). These positions will be awarded according to 13.2 Job posting.

Washington Nurses Association

By: [signature]

Date: March 31, 2021

PeaceHealth St Joseph Medical Center

By: Jaime Barbeau

Date: March 31, 2021