

MEMORANDUM OF UNDERSTANDING #13

Modified Language for Article 8.8

The Washington State Nurses Association (“Association”) and PeaceHealth St. Joseph Medical Center (“Employer”) agree to following language modification for Article 8.8:

8.8 B.S.N. and M.S.N. Differential. Nurses who have a Bachelor of Science degree in nursing shall receive a differential of \$1.25 for all compensated hours. Nurses who have a Master of Science degree in nursing or equivalent degree (including PhD in nursing or DNP) shall receive an additional differential of \$1.25 for all compensated hours.

(NEW) The nurse is responsible for providing PeaceHealth with proof of degree through transcripts, diploma, official letter, or other acceptable documentation to verify the authenticity of the degree. Once proof is provided to Talent Acquisition or the HR Service Center, the differential will be implemented the first day of the first full pay period following verification. For new nurses who provide verification during their first pay period-, the premium will begin on their first day. The differential is eligible for retroactive payment only if the nurse can provide verification that education documents were provided on a previous date.

WASHINGTON STATE NURSES ASSOCIATION

PEACEHEALTH ST. JOSEPH MEDICAL CENTER

By: _____

By: _____

Date: _____

Date: _____