

WASHINGTON STATE NURSES ASSOCIATION
And
PEACEHEALTH ST. JOSEPH MEDICAL CENTER
MEMORANDUM OF UNDERSTANDING
NURSES WITH APPROVED MEDICAL AND RELIGIOUS EXEMPTIONS
RETURN FROM APPROVED UNPAID COVID LEAVE OF ABSENCE

PURPOSE: This Memorandum of Understanding (“MOU”) is by and between the Washington State Nurses Association (“WSNA” or “Association”) and PeaceHealth St. Joseph Medical Center (“PeaceHealth” or “Employer”) (together, “Parties”). It documents the agreement reached between WSNA and PeaceHealth concerning return from approved unpaid COVID leave of absence at Employer’s St. Joseph’s Medical Center. Without waiving their right to bargain over any other subjects, the parties have agreed as follows:

Continuously employed RNs with an approved unpaid COVID leave of absence

1. PeaceHealth will continue to communicate via the established communication process, providing timely and updated lists of all internal and external job postings through August 7, 2023.
2. Nurses will be eligible for the first available similar opening for which the nurse is qualified pursuant to article 12.9 Unpaid Leave.
3. Nurses reinstated from approved unpaid COVID leave of absence without a break in employment, will receive a wage commensurate with their experience, inclusive of approved unpaid COVID leave.
4. Nurses reinstated without a break in employment will retain their original seniority date.
5. Nurses reinstated without a break in employment will retain their PTO and EIB accrual rate as outlined in the contract.
6. Returning caregivers are responsible for completing all mandatory training modules in their My Learning within 30 days of returning.
7. The timeline to return to work will be extended to bid on any available positions through August 7, 2023. Nurses who have not received an offer by August 7, 2023, will be separated from employment.

RNs with an approved unpaid COVID leave of absence with a future break in service

8. Nurses who were on an approved unpaid COVID leave whose employment ends on August 7, 2023, because they are unable to find a similar position, who are reemployed within 12 months will receive an adjusted anniversary date for purposes of service awards, PTO accrual rate, and will retain their previously accrued WSNA seniority, upon notification to local Human Resources upon reemployment.

3) Effective Date: This MOU becomes effective upon execution by the Parties.

For PeaceHealth:

Jennifer McAuley

By: *Jennifer McAuley*
Human Resources Dir

Its: *7/17/2023*

Date: _____

For Washington State Nurses Association

Grace Jones

By: _____
WSNA Nurse Representative

Its: _____
7/17/23

Date: _____
