

**MEMORANDUM OF UNDERSTANDING
BETWEEN
ST. JOSEPH MEDICAL CENTER
AND
WASHINGTON STATE NURSES ASSOCIATION
PACU Unit Call Committee**

WSNA PACU RNs in Main OR, Walters Same Day Surgery OR, PACU Main, and PACU Walters Same Day Surgery may establish a Unit Call Committee (UCC) to address the following issues:

- Modifying the timeframe for providing availability, as outlined in Article 8.14.2 of the Collective Bargaining Agreement (CBA).
- Establishing unit-specific requirements for weekend call shifts, ensuring they do not exceed the maximum availability requirements set in Article 8.14 of the CBA.
- If WSNA RNs in good standing so decide, weekend call can be scheduled in an equitable rotating manner, 8.14.5 notwithstanding.
- Providing a framework for RNs to provide dates of unavailability. If there is a conflict of unavailable dates, seniority shall be the tiebreaker.

Composition and Membership

- The UCC shall consist of a minimum of six (6) RNs in good standing with WSNA.
- A WSNA representative may attend UCC meetings as a non voting member at the WSNA team's discretion.
- SJMC shall appoint management representatives as appropriate; however, at no time shall the number of management representatives exceed the number of WSNA members on the committee.

Authority and Limitations

- The UCC shall have the authority to address call scheduling issues within the parameters of Articles 8.14.2 through 8.14.5 of the CBA.
- The UCC shall not have authority to modify or interpret any other provisions of the CBA, including the remainder of Article 8.14.
- Under no circumstances may the UCC require nurses to be available beyond the number of required call shifts established in Article 8.14.1.

Meetings and Implementation

- The UCC shall meet for a minimum of two hours per month, with additional meetings scheduled as mutually agreed upon by WSNA and SJMC.
- The meeting frequency may be reduced by mutual agreement once an established call scheduling plan is implemented.
- Time spent on UCC activities shall be compensated at the nurse's regular rate of pay and shall not incur overtime or premium pay.

Decision-Making and Implementation

- Changes to call scheduling shall only be implemented upon mutual agreement of management and WSNA representatives within the UCC.
- Neither WSNA representatives nor management representatives on the UCC may unilaterally implement call scheduling changes.
- All call scheduling plans implemented by the UCC shall be submitted to WSNA and distributed to the nurses on the unit
- Either the Employer or the Union reserves the right to revert to the current contract language provided that written notice of intent is delivered no less than thirty (30) days in advance and no later than the commencement of the subsequent schedule.

St. Joseph Medical Center

By 

Nathan Schoone

System Director, Employee & Labor Relations

07/07/2025

(Date)

WSNA

By 

Jared Richardson, MN-RN

WSNA Nurse Representative

07/08/2025

(Date)