

St. Luke's Rehabilitation Institute
And
Washington State Nurses Association
Memorandum of Agreement

Charge Nurse

St. Luke's Rehabilitation and WSNA agree to add/modify the following articles/sections:

Article 1 Recognition and Membership

Section 1.

The Institute recognizes the Association as the collective bargaining representative of Case Managers and Registered Nurses employed as registered nurses in the Institute, and Social Workers employed in the Institute with respect to wages, hours, and working conditions. The bargaining unit includes any employees in the following positions: Per Diem Nurse, Per Diem Case Manager, Per Diem Social Worker, Per Diem Infection Control Nurse, Per Diem Diabetic Educator, Nurse 1, 2, and 3, Infection Control Nurse, External Case Manager, Internal Case Manager, Social Worker, Charge Nurse, and Diabetic Educator (hereinafter collectively referred to as "employees"). Nurse Managers, Assistant Nurse Managers, temporary nurses, agency nurses, all other employees, guards and supervisors are excluded from the bargaining unit.

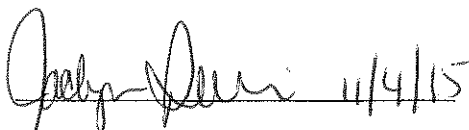
In bargaining for the 2012-2015 collective bargaining agreement, the parties agreed to remove the title of "Patient Care Coordinator" from the Recognition Clause at Article 1, Section 1, and to insert "Internal Case Manager," and to change the term "Case Manager" to "External Case Manager." The reasons for these changes are: (1) the employees with the previous title of "Patient Care Coordinator" now have the title "Internal Case Manager"; and (2) the employees with the previous title of "Case Manager" now have the title "External Case Manager." In agreeing to this change, it is not the parties' intent to change the make-up of the bargaining unit; it is merely to accurately reflect current job titles. The parties agree that in the event that the Internal Case Managers are ever re-classified back to Patient Care Coordinators, and/or if the External Case Managers are ever re-classified back to Case Managers, they will remain in the bargaining unit.

Article 3 Definitions

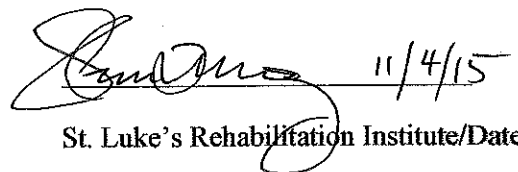
Section 7. Charge Nurse. A Registered Nurse who is assigned the responsibility by the nurse manager or other supervisor for a limited time only, such as an eight hour period. RNs assigned Charge Nurse responsibilities will not perform any such duties until the orientation to the Charge Nurse roll is completed. Scheduling of the charge nurse assignments shall be rotated among staff who are oriented to that role and have completed Charge Nurse competency. The Charge Nurse schedule will be established based on the needs of the Institute.

Article 4 – Hours of Work and Pay Practices

Section 21. Charge Nurse. Nurses acting in the role of charge nurse shall be paid an additional \$2.00 per hour for all time spent actually performing charge duties.

 11/4/15

Washington State Nurses Association/Date

 11/4/15

St. Luke's Rehabilitation Institute/Date