

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE WASHINGTON STATE NURSES ASSOCIATION  
AND  
ST. LUKE'S REHABILITATION**

**WOUND CARE NURSE CLASSIFICATION MOU**

Washington State Nurses Association ("WSNA" or "Association") and St. Luke's Rehabilitation Institute ("St. Luke's Rehab" or "Employer") (collectively, the "parties") hereby agree to the following terms and conditions for the Wound Care Nurse employed by St. Luke's.

1. St. Luke's recognizes that the Wound Care Nurse is represented by the Association in the existing bargaining unit at St. Luke's.
2. The provisions of the parties' current Collective Bargaining Agreement will apply to the Wound Care Nurse effective upon execution of this MOU.
3. WSNA and St. Luke's agree that the following articles and/or sections of the parties' current Collective Bargaining Agreement shall be modified as follows for purposes of incorporation of the Wound Care Nurse classification:

**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, Clinical Consultant, Charge Nurse, Diabetic Educator and Wound Care Nurse (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.

**ARTICLE 5 – HOURS OF WORK AND PAY PRACTICES  
(Exempt Employees (Regular Case Managers, Infection Control Nurse,  
Diabetic Educator, Clinical Consultant, Wound Care Nurse and Social Workers))**

Section 4. Certification Pay. Case Managers (including per diem), and the Clinical Consultant shall receive the following hourly rate for the following certifications: CRRN: \$0.80; CCM: \$0.80, CNE \$0.80. Social Workers (including per diem) shall receive the following hourly rate for the following certifications: CCM: \$0.80; LICSW \$0.80. Infection Control Nurses (including per diem) shall receive the following hourly rate for the following certification: CBIC \$0.80. The Clinical Consultant will receive the following increase for certifications due to job requirements for obtaining: \$0.50 for ACLS, and/or \$0.50 for PALS. Wound Care Nurses (including per diem) shall receive the following hourly rate for the following certification: WOCNCB \$0.80; and CRRN \$0.80;. Case Managers, Social Workers, the Clinical Consultant, the Infection Control Nurse and the Wound Care Nurse are expected to notify the Institute, in writing, if they obtain or lose any of these certifications.

Because Regular Case Managers, Social Workers, the Clinical Consultant, Infection Control Nurse and the Wound Care Nurse are exempt employees, the foregoing hourly rates will be converted and added to each employee's applicable salary. Certification pay shall begin the first full pay period after the employee obtains the certification.

Section 5. BSN Premium. Case Managers, Infection Control Nurses, the Clinical Consultant, Diabetic Educator and the Wound Care Nurse (including per diem for all) shall receive the following hourly rate for acquiring a BSN degree: \$1.00. Nurses are expected to notify the Institute, in writing, if they obtain a BSN degree. Because Regular Case Managers, the Infection Control Nurse, the Clinical Consultant, Diabetic Educator and the Wound Care Nurse are exempt employees, the foregoing hourly rate will be converted and added to each employee's applicable salary. The BSN premium pay shall commence the first full pay period after the nurse obtains a BSN degree.

Section 6. Exempt Employees. Case Managers, Social Workers, the Diabetic Educator, the Clinical Consultant and the Infection Control Nurse and the Wound Care Nurse are exempt employees, and are not entitled to overtime compensation, holiday pay, shift differential, weekend differential, standby pay, or any other premium pay, except extra shift premium, which for Case Managers, Diabetic Educator, the Clinical Consultant, the Infection Control Nurse and the Wound Care Nurse shall be \$160 for a ½ shift and \$320 for a full shift, and for Social Workers shall be \$125 for a ½ shift and \$250 for a full shift.

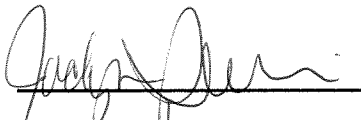
Wound Care Nurses who take on the role as Charge Nurse, will be paid extra shift premium in accordance with this article.


#### **ARTICLE 26 – WAGES**

Section 4. Across-the-Board Adjustment to Wage Scales. The parties agree that the wage scales for all bargaining unit employees will be increased by \$1.00 on October 1, 2016.

**Wound Care Nurse**

Step	
0	\$28.53
1	\$29.25
2	\$29.99
3	\$30.76
4	\$31.55
5	\$32.36
6	\$33.19
7	\$34.05
8	\$34.94
9	\$35.85
10	\$36.79
12	\$37.76
14	\$38.76
16	\$39.79
18	\$40.85
20	\$41.94
22	\$43.06
24	\$44.22
26	\$45.41
28	\$46.64
30	\$47.90

 1/12/14  
 Washington State Nurses Association / Date

  
 St. Luke's Rehabilitation / Date