MEMORANDUM OF UNDERSTANDING
Extended-Shift, Standby, and Callback Compensation
Astria Sunnyside Hospital and Washington State Nurses Association

This Memorandum of Understanding ("MOU") is entered into between Astria Sunnyside Hospital ("Employer") and the Washington State Nurses Association ("WSNA" or "Association"), collectively referred to as "the parties."

PURPOSE

The parties recognize the Employer's interest in avoiding unnecessary application of the three-hour callback minimum when a designated on-call nurse requires only a brief period to complete the nurse's existing case or duties of their regularly scheduled shift. The parties also recognize the nurses' contractual right to callback compensation when they are required to perform additional work pursuant to a standby or call assignment.

This MOU applies specifically to OR and PACU staff and is non-precedential outside of that unit.

AGREEMENT

1. Completion of Existing Case or Duties

A nurse who continues working without interruption after the scheduled end of the nurse's shift solely to complete the nurse's existing patient case, documentation, handoff, or other duties directly associated with the nurse's assignment will remain clocked in under the nurse's regular or overtime work designation when:

a. Management reasonably expects the work to be completed within forty-five (45) minutes after the scheduled end of the shift; and

All such time will be considered time worked and compensated at the applicable rate under the collective bargaining agreement.

2. Work Exceeding Forty-Five Minutes

If the qualifying work described in Section 1 continues for more than forty-five (45) minutes beyond the nurse's scheduled shift, the nurse will receive no less than the three-hour callback minimum required by Article 9.3.

For purposes of the three-hour minimum, callback compensation will be calculated from the nurse's scheduled shift-end time. The nurse will not be required to leave the building, parking lot, or hospital campus and return solely to establish eligibility for callback compensation.

3. Overtime and Double-Time Rates

Nothing in this MOU modifies or diminishes any overtime or double-time entitlement under Article 7.4.

4. Scheduling and Mandatory Overtime

The parties agree that overtime should be minimized and that volunteers will be sought before reasonable overtime is assigned, consistent with Article 7.4.

Nothing in this MOU expands the Employer's authority to require overtime or waives any right or protection provided by the collective bargaining agreement or applicable Washington law. The forty-five minute provision will not be used to routinely extend scheduled shifts, cover predictable workload, avoid appropriate scheduling, or avoid the callback compensation required by Article 9.3.

5. Dispute Resolution

Alleged violations or disputes concerning the interpretation or application of this MOU may be processed through the grievance and arbitration procedure contained in Article 17 of the collective bargaining agreement.

6. No Retaliation

No nurse will be disciplined, retaliated against, or otherwise subjected to adverse action for accurately reporting time worked, requesting callback or overtime compensation, questioning a timecard change, or raising concerns regarding the application of this MOU.

7. Relationship to the Collective Bargaining Agreement

This MOU supplements Articles 7.4, 9.2, and 9.3 of the collective bargaining agreement. Except as expressly provided in this MOU, all provisions of the collective bargaining agreement remain unchanged and in full force and effect.

If a conflict exists between an Employer policy and this MOU, this MOU will govern for WSNA-represented nurses.

8. Nonprecedential Resolution

This MOU represents a negotiated resolution of a disputed issue. Neither party's agreement constitutes an admission regarding the correctness of either party's prior contractual interpretation or practice.

9. Effective Date and Duration

This MOU will become effective on 10/4/2026 and will remain in effect for the duration of the current collective bargaining agreement and any successor agreement unless modified or terminated by mutual written agreement of the parties.

FOR ASTRIA SUNNYSIDE HOSPITAL

Signature

Brian P. Gibbons, Jr.

Printed Name

C.E.O.

Title

October 26, 2026

Date

FOR WASHINGTON STATE NURSES ASSOCIATION

Signature

Jennifer Jackson, RN

Printed Name

WSNA Nurse Representative

Title

October 28, 2026

Date