



Letter of Understanding

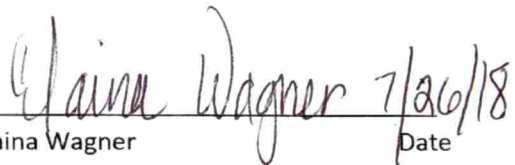
This LOU is entered into between Astria Sunnyside Hospital (ASH) and the Washington State Nurses Association (WSNA).

Per Article 14.1 ASH and WSNA agree that RN's working an FTE of 0.9 or greater who were covered under the ASH medical, dental and vision plan with employee only coverage during January 1, 2018 – July 27, 2018 will be reimbursed for insurance premiums that were deducted from their pay check for work during this period. The reimbursement will be paid out on the July 27, 2018 pay date.

Moving forward, ASH and WSNA agree that under Article 14.1 RN's working an FTE of 0.9 or greater with employee only coverage will have their insurance premiums paid at 100% for the remainder of the 2018 plan year.

 7-20-18

Carmen S. Garrison, BSN Date
Washington State Nurses Association
Nurse Representative

 7/26/18

Elaina Wagner Date
Astria Sunnyside Hospital
Human Resources Director