

MEMORANDUM OF UNDERSTANDING

WSNA – MultiCare Health System

RE: PTO Cash Out and Twenty Four Hour Weekend Nurses (Appendix C)

The Employer and WSNA agree that effective with the execution of this MOU by both parties, Article 11.7, PTO Cash Out Option, of the collective bargaining agreement is amended as shown below.

11.7 PTO Cash Out Option: During February and August of each year, nurses with a PTO balance greater than eighty (80) hours may choose to cash out up to forty (40) hours of their PTO balance such that their balance does not drop below eighty (80) hours. During February and August of each year, nurses assigned to the 24 Hour Weekend Schedule may choose to cash out up to sixty (60) hours of their PTO balance such that their balance does not drop below eighty (80) hours.

The amended cash out option will be available to the Twenty-Four Hour Weekend nurses beginning with the cash-out in August 2008.

WASHINGTON STATE NURSES ASSOCIATION

MULTICARE HEALTH SYSTEM

Dated this 10th day of June, 2008.

Dated this 19 day of JUNE, 2008.

By Hanna Klischander

By [Signature]