

MEMORANDUM OF UNDERSTANDING

WSNA – Tacoma General Hospital

RE: Interpretation of Articles 7.4 and 7.4.2

EFFECTIVE 11/17/2010 the parties have agreed that the following shall be the interpretation and process in the event of a layoff and recall in the bargaining unit.

Article 7.4 Recall and Article 7.4.4, shall be interpreted as follows:

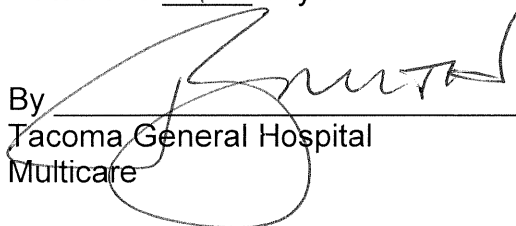
Nurses on the recall roster and nurses who have been displaced (for the purposes of this interpretation, “displaced” means a forced change in shift or a forced FTE reduction per Article 7.4.4) have first right of refusal in seniority order to any open position posted in the clinical service, providing skill and ability are met. Nurses who have been displaced as defined herein must notify the Employer in writing that they desire to be offered any open positions in their clinical service that reflect their previous shift and/or FTE. This interpretation and the provisions of Articles 7.4 and 7.4.4 shall apply to positions posted in the clinical service for a period of 18 months after the date of the lay off. The provisions of the job posting language, 6.9, shall continue to apply.

WASHINGTON STATE NURSES ASSOCIATION

TACOMA GENERAL HOSPITAL

Dated this 9 day of December 2010.

Dated this 9th day of December 2010.

By 
Tacoma General Hospital
Multicare

By 
WSNA